# Accenture Solutions Private Limited
# Corporate Social Responsibility (CSR) Policy

**Introduction and Background**

Accenture Solutions Private Limited (Accenture) is part of a global professional services group with leading capabilities in digital, cloud and security. Combining unmatched experience and specialized skills across more than 40 industries, the Company offers Strategy and Consulting, Interactive, Technology and Operations services— all powered by the world's largest network of Advanced Technology and Intelligent Operations centers. The Company embraces the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Corporate citizenship is fundamental to Accenture's character and the way we run our company as a high-performance business. It is anchored in our core values, our Code of Business Ethics and, ultimately, reflected by our people around the world.

Corporate citizenship is an ongoing journey for Accenture and we take thoughtful actions to bring positive change, for today and for the future. From **Skills to Succeed** to the environment, Accenture and our people do things the Accenture Way, creating long-term value for the communities where we live and work and, ultimately, increasing competitiveness for both business and the world as a whole.

**Objectives and Scope**

The objective of publishing this specific CSR policy document is to detail Accenture Solutions Private Limited (ASOL's) Corporate Social Responsibility (CSR) agenda, focus, programs and their governance, monitoring and reporting specifically carried out in India in compliance with Section 135 of the Companies Act, 2013 and notifications issued thereafter.

This policy applies only to ASOL's CSR activities in India and to the specific registered corporate entity of Accenture Solutions Private Limited.

*Vision for Accenture Solutions India CSR*

*Enhance Accenture Solutions India's Corporate Social Responsibility agenda by leveraging organization's capabilities and expertise to drive impact oriented outcomes for communities in India.*

Our CSR focus areas and programs align to the causes/beneficiaries as listed in Schedule VII of the Companies Act, 2013:

**A. Livelihood Enhancement through Skilling**

Through our Skilling and Livelihood enhancement initiative, we will equip people with the skills to get a job or launch a business. In India, we deliver livelihood enhancement solutions with a focus on skilling towards employability, entrepreneurship and direct livelihood opportunities.

**Skills to Succeed helps address the need for skills that open doors to employment and economic opportunity. It does this by drawing on unique capabilities: training talent and convening powerful partnerships to develop collaborative solutions. We will work to accelerate our impact and continue**

**to make a sustainable difference in the economic vitality and resilience of individuals, families and communities.**

Our target groups are **youth, women and persons with disabilities (PwDs).**

Our **Skills to Succeed livelihood enhancement** initiatives will be delivered in **urban, semi-urban and rural India** with a focus in locations with a ASOL presence and also mapping to the business footprint of our clients and stakeholders. The projects and programs will be implemented through:

- Vocational skill training NGOs.
- NGOs working in the area of sustainable/rural livelihood.
- Self-help groups to empower women.
- Educational institutes (registered trusts).
- Recognized and Government Approved Technology Incubators supporting social enterprises
- Supported in a significant way by employees volunteer work.

We will measure our impact by tracking our results in terms of actual number of people skilled and number of people successfully gaining employment or starting a business after completion of the skilling program.

**B. Environmental Stewardship: Striving for sustainable eco-friendly growth**

ASOL is committed to incorporating leading environmental practices into its business strategy and operations and fostering environmental awareness and responsibility among our stakeholders, including employees, clients, suppliers and the communities in which we live and work. Within the context of our business, our Environment program priorities are governed by Accenture's global Environmental Responsibility Policy.

Our Environment programs will be delivered through:

- Environmental NGOs
- Eco engagement and volunteering initiatives along with our key stakeholders--employees, clients and suppliers and the communities we work and operate in
- Extending support to any disaster relief efforts as required

**Governance and Reporting: Forming the foundation of our CSR activities and programs**

We believe that strong corporate governance is critical to creating long-term value. We strive to ensure that every aspect of our business—from financial practices to environmental stewardship—meets the highest standards of ethics and integrity.

In India, ASOL will implement its CSR activities' governance, monitoring and reporting in accordance with Section 135 of the Companies Act 2013 and the rules notified thereafter.

Accordingly, ASOL India CSR committee has been formed with three directors who will report into the Accenture Solutions Private Limited (ASOL) board (hereafter referred to as the "board").

The CSR committee will be responsible for:

- Identifying programs and projects to be undertaken under the CSR policy as per Schedule VII of the Companies Act 2013.
- Recommending to the board the overall CSR budget in alignment to the Companies Act, 2013 and CSR expenditure to be incurred for the identified activities and programs.
- Recommending to the board modifications and amendments to this CSR policy as and when required.
- Regularly monitoring the implementation of the CSR policy.

Auxiliary approval authority for project and budget approval rests with the CSR operating committee.


**Program Implementation and Partner Selection**

- We will actively seek opportunities that will deliver results by partnering with organizations (nonprofits, clients, vendors, other foundations) who share our vision and CSR focus.
- Our investments will be directed towards non-profits working towards skilling and livelihood enhancement with communities across urban, semi-urban and rural India.
- We will source and qualify new opportunities that will create new market-relevant skill offerings, bring new technology capabilities into the portfolio to optimize delivery and achieve scale and engage multiple locations to help ensure broad-based impact and create long-term sustainability of outcomes delivered

- There are different types of support ASOL will provide to nonprofit organizations:
    o Partnering with leading nonprofit organizations to deliver a specific project/program as per our overall CSR agenda.
    o Volunteering time and skills of our people to build the capacity of our NGO partners and thus impact beneficiaries.
    o Leveraging our technology, tools and methodologies including specific local thought leadership and research studies aligned to overall corporate citizenship agenda. This would also include capacity-building workshops and training for our implementation partners.
    o Use the company's organizational capabilities, assets and expertise in the areas of strategy, digital, technology and operations to our Skills to Succeed and other strategic partners.
    o CSR team to oversee, facilitate and execute all internal and external work engagements and processes related to the planned CSR programs and activities.


**Guidelines for Annual Action Plan and Program Monitoring and Reporting**

Program monitoring mechanism will ensure the CSR policy is implemented as per the Act and the Rules notified thereafter:

- An annual action plan  shall be prepared for each fiscal year by the CSR Committee and recommended to the board of directors including therein the list of CSR Projects to be undertaken in areas specified in Schedule VII of the Act, the manner of execution of such projects, the modalities of utilisation of funds and implementation schedules for the projects,

the monitoring and reporting mechanism for the projects and the details of need and impact assessment of the projects (as applicable).
- The board of directors may during the course of the fiscal year, amend the annual action plan as they deem necessary, based on the recommendations of the CSR Committee.
- The CSR projects/programs are implemented according to the annual action plan approved by the Board ensuring that all projects/programs as budgeted are duly carried out with quarterly reporting and review by the CSR committee and six monthly reviews by the board
- CSR expenditures will be closely monitored and funds shall be released against verified utilizations as per the approved work plans. This may include field visits, comprehensive documentation, and regular interaction with beneficiary communities.
- We strive to build strategic long-term, multi-year partnerships with our non-profit partners and our programs are designed for reporting impact metrics with a full report at end of every fiscal year
- The surplus arising out of the CSR projects or programs or activities shall not form part of the business profit of the company
- The CSR projects or programs or activities that benefit only the employees of the company and their families shall not be considered as CSR activities in accordance with section 135 of the Act.
- The CSR Committee will prepare the annual CSR report to be included in the report of the Board of Directors.

**Disclaimer**

The Policy may be reviewed and amended as required with approval from the board.

*Annexure: List of key CSR Programs*

| Sl No. | Name of the Project | Item from the list of activities in Schedule VII to the Act. | Mode of Implementation - Through Implementing Agency | |
| --- | --- | --- | --- | --- |
| | | | **Name** | **CSR Registration Number** |
| 1 | Livelihoods for Youth and Persons with Disabilities | Livelihood Enhancement | Anudip Foundation | CSR00000060 |
| 2 | Data Analyst and Cyber Security training for youth | Livelihood Enhancement | Centum Foundation | CSR00000520 |
| 3 | Green skilling for Women and persons with Intellectual Disability | Livelihood Enhancement | Craftizen Foundation | CSR00001711 |
| 4 | Digital empowerment to improve agricultural practices | Livelihood Enhancement | Digital Green Trust | CSR00000765 |
| 5 | Youth Empowerment Training - Retail, BPO and Hospitality | Livelihood Enhancement | Don Bosco Tech Society | CSR00001747 |

| 6 | Livelihoods for Youth and Persons with Disabilities | Livelihood Enhancement | Dr. Reddy's Foundation | CSR00000794 |
|---|---|---|---|---|
| 7 | Reforestation of farmer lands | Livelihood Enhancement | Efficient Ecosystem Protection Association (Farmers for forests) | CSR00027328 |
| 8 | Developing Micro Entrepreneurs among the Rural Youth and Women | Livelihood Enhancement | Entrepreneurship Development Institute of India | CSR00002457 |
| 9 | AI School for Women | Livelihood Enhancement | Hope Foundation | CSR00000472 |
| 10 | Livelihoods for Youth | Livelihood Enhancement | Magic Bus India Foundation | CSR00001330 |
| 11 | Enhancing livelihood for Women | Livelihood Enhancement | Mann Deshi Foundation | CSR00001923 |
| 12 | Skills for Her | Livelihood Enhancement | Nasscom Foundation | CSR00000689 |
| 13 | Advanced Coding and software engineering for underprivileged youth | Livelihood Enhancement | Navgurukul Foundation for Social Welfare | CSR00000409 |
| 14 | Hybrid Skill training for youth | Livelihood Enhancement | Pratham Education Foundation | CSR00000258 |
| 15 | Digital Life Skills program | Livelihood Enhancement | Quest Alliance | CSR00001110 |
| 16 | Sustainable Rural Community Skilling | Livelihood Enhancement | READ India | CSR00001324 |
| 17 | Apprenticeship Program in Uttar Pradesh | Livelihood Enhancement | RightWalk Foundation | CSR00005366 |
| 18 | Livelihood for unorganized sector workers | Livelihood Enhancement | Sambhav Foundation | CSR00000475 |
| 19 | Skilling for Livelihoods in collaboration with Loreal India | Livelihood Enhancement | Sambhav Foundation | CSR00000475 |
| 20 | Digital skills for the LGBTQ community | Livelihood Enhancement | Solidarity Foundation | CSR00007193 |
| 21 | Campus to Digital and Technical Careers | Livelihood Enhancement | TNS India Foundation | CSR00001337 |
| 22 | Skilling for Livelihoods – Persons with Disabilities | Livelihood Enhancement | TRRAIN | CSR00002617 |
| 23 | Developing Micro Entrepreneurs among the Rural Women | Livelihood Enhancement | Urmul Trust | CSR00000546 |
| 24 | Enhancing water security for the tribal community | Environment Sustainability | Watershed Organisation Trust (WOTR) | CSR00000518 |

| 25 | Advanced IT skilling for Persons with Disabilities | Livelihood Enhancement | WinVinaya Foundation | CSR00009063 |
|----|------|------|------|------|
| 26 | Skill training to youth in Solar PV installation | Livelihood Enhancement | Collective Good Foundation | CSR00001648 |
| 27 | Green skills training to youth | Livelihood Enhancement | Foundation for Science Innovation and Development | CSR00001708. |
| 28 | Equip young individuals with valuable skills in the Electric Vehicle (EV) | Livelihood Enhancement | Sambhav Foundation | CSR00000475 |
| 29 | Training and providing unemployed youth in Solar PV installation. | Livelihood Enhancement | The Bahubali Gulabchand Foundation | CSR00045367 |
| 30 | Micro skillpreneurship development programs for livelihood in Nirmal district | Livelihood Enhancement | Entrepreneurship Development Institute of India | CSR00002457 |
| 31 | Employability training for youth and women in Nirmal district | Livelihood Enhancement | Dr Reddy's Foundation | CSR00000794 |
| 32 | Improving income of small businesses using sustainability energy | Livelihood Enhancement | Selco Foundation | CSR00002487 |
| 33 | Support program with integration of green skills and business practices | Livelihood Enhancement | Jagriti Sewa Sansthan | CSR00004047 |
| 34 | Incubation and market acceleration of Women led social enterprises | Livelihood Enhancement | Villgro Innovations Foundation | CSR00004677 |
| 35 | Skilling youth as Electric Vehicle Technicians | Livelihood Enhancement | GTT Foundation | CSR00000903 |
| 36 | Digital skilling program for Commerce students in collaboration with Microsoft | Livelihood Enhancement | Sambhav Foundation | CSR00000475 |
| 37 | Building a biodiversity hub in Pune | Environment Sustainability | Efficient Ecosystem Protection Association (Farmers for forests) | CSR00027328 |