



Corporate Citizenship Annual Report

Fiscal Year 2019



Overview / introduction

At Avanade, our corporate citizenship mission is to:

Enable young people and their communities to do more through the power of our people and digital innovation.

We are working on several key fronts to advance our mission and create positive human impact.



Corporate Citizenship by the Numbers: 2019

67%

of Avande employees believe the company's commitment to corporate citizenship is genuine



73

young women have received Avande STEM Scholarships, at **12** prestigious universities globally, **19** STEM scholars have earned university degrees to date, **4** have joined Avande, **50+** Avande employees are STEM mentors



665

Avande employees volunteered with Junior Achievement



1,872

volunteer hours paid for by Avande's 8 hours of volunteering benefit



2,605

JA youth around the world benefited from Avande efforts



3,300

laptops donated to underserved communities through the non-profit InterConnection



\$223,740.46

donated to charitable causes through individual employee gifts and Avande matching funds



Avanade Citizenship at a glance



What we're doing

Changing the social sector through the strategic delivery of Microsoft technologies. Through our **Tech for Social Good** collaboration with NetHope, we helped British Red Cross come up with ideas to help asylum seekers, including a multilingual digital assistant and online guide, and a food prep and delivery business model.

Why it matters

With just a 5 percent increase in effectiveness, NGOs add \$2 billion in enhanced annual global impact.



What we're doing

Worked with **Junior Achievement** students at St. Thomas More school on building their C.V.s and interviewing skills. "I absolutely loved the day, quite exhausting but so worth it!"

Why it matters

JA alumni in the UK are seven times more likely to start a digital or cloud-based company than non-alumni.



What we're doing

Providing scholarships, mentoring, networking and internship opportunities for women to pursue university degrees through **STEM scholarships** around the world.

Why it matters

Today, women and girls are 25 percent less likely than men to know how to leverage digital technology for basic purposes, four times less likely to know how to program computers and 13 times less likely to file for a technology patent.



What we're doing

Creating opportunities for employees to use work hours volunteer through JA, **Transform at Avanade** and on their own, and work with non-profits through Tech for Social Good.

Why it matters

A survey of 1,006 Americans found 88 percent hold companies responsible for demonstrating they are supporting their purpose in society through action.

[Click to expand](#)

Heba Ramzy
Global Citizenship Senior Director

This past year has been about gaining momentum and preparing to scale our corporate citizenship efforts. We are using technology and human connection to "click" with our causes.





Junior Achievement

Junior Achievement is uniquely aligned to our mission of working with young people to improve their lives and communities. The organization's local depth and worldwide reach matches how Avanade works, so helping them globally with a digital strategy while making personal connections through our people and offices creates tangible and intangible benefits all around.



Junior Achievement at a glance



What we're doing

Awarded €1,000 and access to coaching and mentoring to a JA team from Bulgaria as part of the 2019 **Avanade Digital Innovation Award**. Team Bevine's winning idea involves monitoring vineyards using a combination of high-quality sensors and AI assistance. All teams received input and coaching as they developed ideas and solutions.

Why it matters

Twenty percent of JA USA alumni now work in the same field as their JA volunteer.



What we're doing

Connecting 663 Avanade employees in 7 countries to 2,605 JA students through **job shadowing, workshops, mentoring** and school outreach.

Why it matters

Roughly 75 percent of students in the UK and the U.S. agreed that their JA volunteer business advisor helped them understand the world of work.



What we're doing

Creating a digital strategy with JA Global through an **Avanade iDay**, a workshop focused on priorities and possibilities for digital innovation. Quality data is a top priority for JA in the coming year.

Why it matters

With 450,000 volunteers affecting the lives of 10 million young people through 50 programs in 115 countries, JA has a tremendous opportunity to leverage data from millions of touchpoints to increase the effectiveness of its programs and operations.

The workforce of the future—
empowered and impassioned

Adam Warby
CEO Emeritus

Together, Avanade and JA are preparing the next generation workforce for a world that is digitally driven, but human-led.

The life-changing power of
small gestures

Vanessa Flávia Fida
Senior Consultant

Just two years into their partnership, JA and Avanade are changing minds and lives and inviting more women into technology careers.



Avanade STEM scholarships

The World Economic Forum Global Gender Gap Report 2018 included a section on the gender gap in artificial intelligence. It warned of the potential effects of the gap as limiting future opportunities for women as the field progressed, limiting the technology's capacity and widening the gap in IT overall. Avanade is making a deep investment in women across a range of STEM fields to foster a new generation of leaders in hopes of closing the gap from inside in the industry.



Avanade STEM scholarship at a glance



What we're doing

Since 2015, 73 female **STEM students** have received scholarships to pursue degrees at 12 universities in 9 countries. So far, 19 have graduated and 4 have started their careers with Avanade.

Why it matters

Female representation in computer and information sciences in the United States has dropped from 37 percent in the mid-1980s to 18 percent today. In the UK, 12 percent of programming and software development jobs are held by women, down 3 percent in ten years.

What we're doing

Creating a global network of future **STEM leaders** who can work individually and together to increase women's presence in IT and related fields. Avanade currently has scholars at these universities.

- Cal Poly Pomona, CPP CA USA
- University of Washington – Bothell, WA, USA
- New Jersey Institute of technology, NJ USA
- University College London, UK
- University of Pretoria, South Africa
- National Institute of Applied Science, Lyon France (INSA)
- Ochanomizu University, Japan
- Faculdade Impacata Brazil
- Uniersidade Catolica de Brasilia, Brazil
- Shanghai University, China
- Politecnico, Milan Italy
- University of Waterloo, Canada



Why it matters

Closing the gender leadership gap could generate up to a 0.6 percent increase in global GDP. Tech companies in the U.S. and UK with the most gender diverse teams (especially at executive level) are 21 percent more likely to outperform other companies on profitability.

Infusing innovation with diversity

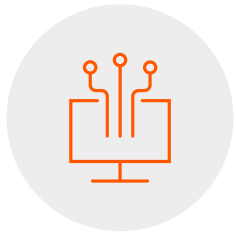
Dave Gartenberg
Chief HR Officer

Deep investment in aspiring STEM students is opening up options for a more balanced future.

Sparking the fire of change

Dikasse Zalle
Business Analyst

Avanade gave me more than a scholarship—it gave me a richer college experience and a vision for my future and the future of the IT industry.



Tech for social good

With Tech for Social Good, Avanade is extending its commitment to making the world a better place through digital innovation. Adding a business line that targets non-profits gives us an opportunity to share knowledge and expertise with a sector that traditionally lags behind in innovation as well as one where every incremental increase in efficiency has tremendous human impact.



Tech for social good at a glance



What we're doing

Became a founding member of **The Center for the Digital Non-profit (CDN)**, which works with non-profits that account for more 60 percent of all annual, non-governmental international aid, to facilitate digital innovation.

Why it matters

The World Economic Forum estimates that \$100 trillion in societal value may be unleashed by digital transformation by 2030.



What we're doing

In year one of **Tech for Social Good**, we exceeded our client target by 60 percent to bring more non-profits toward digital excellence.

Why it matters

NetHope's research shows that only 30 percent of global non-profits have adopted digital strategies.



Change and be changed.
The mutual human impact of
tech for social good

Pam Maynard, CEO

As we collaborate with non-profits to advance their work through digital innovation, we find ourselves at the intersection of our values and our ability to add value.

Dreaming big with digital

Hardik Amin
Senior Consultant, Growth & Strategy

For non-profits, dreaming big is nothing new. We are helping chart a course to bring those dreams into reality through digital transformation.



Employee engagement

Working for a company that does good in the world is something that the emerging workforce values highly. The people at Avanade are no exception. We know that the passion our people put into their jobs extends into other parts of their lives as well. That's why we foster an environment and culture that encourages people to join in work that supports our global mission. And why we built a framework that helps us support the causes they care about. We see the difference between doing well and doing good and we are committed to working with our people to do both.





Employee Engagement at a glance



What we're doing

Offering each employee 8 paid hours of **volunteer time**.

Why it matters

Among millennials, 88 percent tie job satisfaction to opportunities to make contribute to social and environmental causes.



What we're doing

Creating **volunteer opportunities** for employees to get involved.

Why it matters

65 percent of workers say they want options for community involvement through work (84 percent among millennials).



What we're doing

Matching employee gifts to registered non-profits, up to **\$250 per employee** each year.

Why it matters

83 percent of millennials would be more loyal to a company that helps them contribute to social and environmental issues.

Aligning passion and purpose

Stella Goulet

Chief Marketing Officer;
Executive Sponsor for Corporate Citizenship
(Interim)

Our people are the heart and soul of our corporate citizenship work.

Inspiring incremental change for big impact

Nidhi Doshi

Consultant, Analytics Experience

Avanade is committed to helping non-profits advance from spreadsheets to data science at a pace that works for them.



Environment and sustainability

Avanade considers the human impact in all that we do. This includes the impact we, as employees and as a global company, have on our communities and planet overall. Our desire to make a positive human impact shapes both our daily work and our global business practices.



Environment and sustainability



What we're doing

Applying unmatched cloud expertise to help clients reduce their carbon footprints. We have more **Azure certifications** than any other Microsoft partner—and 25 Microsoft Most Valuable Professionals (MVPs).

Why it matters

The Microsoft cloud is up to 93 percent more energy-efficient and can result in 98 percent lower carbon emissions than traditional enterprise data centers.



What we're doing

Donated 3,300 **recycled laptops** in FY19 to under-served communities, and cell phones and chargers to women and children in developing countries.

Why it matters

With recycled laptops and computer equipment, InterConnection has been able to reduce the cost of setting up computer labs in schools, community centers, and libraries by 70 percent.



What we're doing

Reducing air travel through increased use of Teams. On average 100,000 meetings take place virtually every month, without the need for travel.

Why it matters

Commercial aviation emissions have increased 32 percent over the past five years. By 2050, it may comprise up to a quarter of global carbon consumption, up from just 2.5 percent today.

Making a positive human impact on the planet

Chris Buckley

Executive, Business Management,
Business Operations

When it comes to Avanade's commitment to sustainability and the environment, the human impact we strive for is defined by who we are, what we do and how we do it. Being stewards for the planet and its people has been integral to Avanade throughout our 20-year history.

A cupful of change goes a long way

Julia Bower

Senior Consultant,
Front-End Dev Software Engineering

In late 2018, I moved to London from New Zealand and joined Avanade. I was in a new job in a new country, and my plan was to keep my head down work hard.



About Avana

Avana is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. With 38,000 professionals in 25 countries, we are the power behind the Accenture Microsoft Business Group, helping companies to engage customers, empower employees, optimize operations and transform products, leveraging the Microsoft platform. Majority owned by Accenture, Avana was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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