



ESG Scorecard FY23 Targets



“For Avanade to scale in a sustained way, we need to shift our culture to become more resilient and develop the stamina for the long-term journey in both mind and spirit.”

— Pam Maynard, CEO, Avanade

Our purpose as a company is to make a genuine human impact, so how we grow is just as important as the results we achieve.

Avanade is committed to bettering our environment, improving our society and implementing strong measures of governance to ensure we’re serving our people, our clients, and the communities in which we work and live. Not only is it the right thing to do, but it’s also key to our strategy as a responsible business.



Avanade’s ESG metrics categories



Environmental

Net Zero Emissions by the end of 2025,
in conjunction with Accenture
Enable our clients



Societal

Human Capital
Community Impact



Governance

Compliance
Data Privacy and Security
Transparency and Disclosure

We align with the UN SDGs



Sustainable climate
positive actions



Employee
Well-being



Inclusion and
Diversity



Empowering
the next
generation



Public private
partnership





Achievements in FY22

13

Avanade offices receive ISO 14001 certification

375

laptops refurbished and redistributed to nonprofit organizations

Our **environmental focus** encompasses our own business, our ecosystem, and the clients we serve. This year we'll focus on the adoption of our Environmental Sustainability Policy internally and working with our suppliers to disclose their ESG targets.

We know that digital is key to helping organizations do what matters to achieve their environmental sustainability goals, and we partner with our clients to help them take action to drive progress.

Avanade participated in key conferences COP26 and [The World Economic Forum's 2022 Annual Meeting in Davos](#), and we're a steering committee member of the [Green Software Foundation](#), helping to build a trusted ecosystem of people, standards, tooling and best practices for green software.



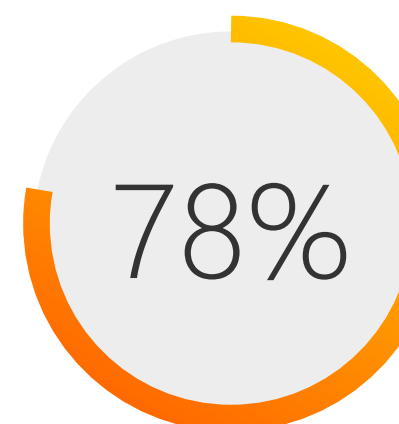
Climate FY23 targets



Net Zero Emissions by the end of 2025, in conjunction with Accenture



Adoption of the Avanade Environment Policy



Key suppliers to disclose responsible business targets

Environmental Sustainability Partner Ecosystem





Achievements in FY22

917,000+

total youth impacted

24,000

hours logged by Avanade employee volunteers

\$5 million+

in donations in FY22

2,700

computers donated to Ukrainian students in Poland, Bulgaria and Brussels (via JA Europe)

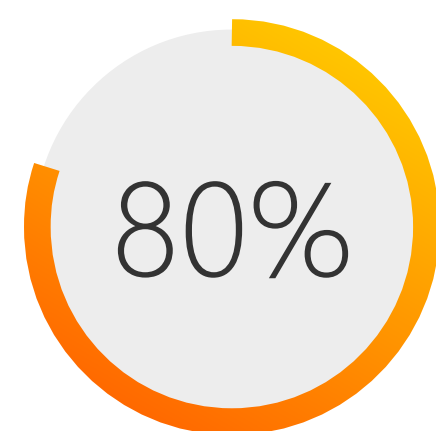
43%

of our Executive Committee members are women and 60% of Avanade board directors are women

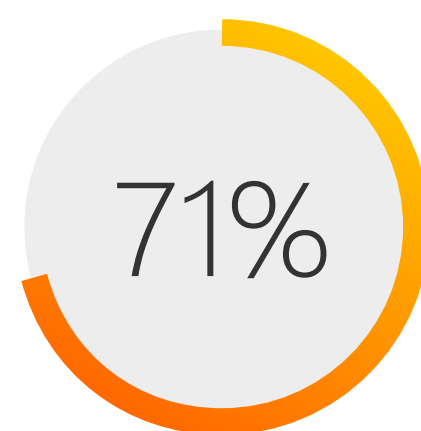
Our **societal** impact is closely aligned with our citizenship strategy and focus, where our mission is to prepare young people for the digital era. Our target this year is to enable 300,000 young people – the next-generation workforce – to achieve more. This is ambitious but achievable. We will maintain our focus on volunteering with every employee being able to use eight volunteering hours to get involved and give back to their local communities.

We will continue our partnership with Junior Achievement in [Europe](#) and [worldwide](#). In addition, we have deepened our work supporting BIPOC (Black, Indigenous and people of color) entrepreneurs by collaborating closely with [Prosperity Now](#) in the US and the [Aleto foundation](#) in Europe.

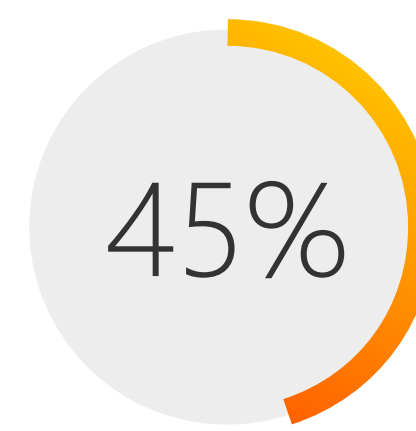
Human Capital FY23 targets



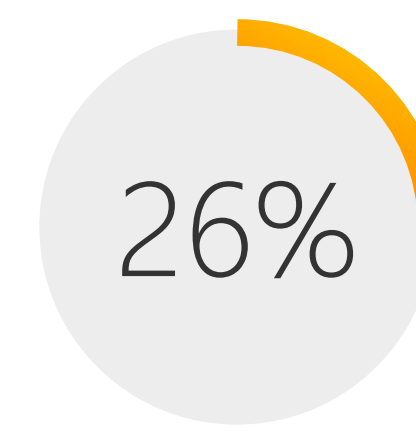
Inclusion index



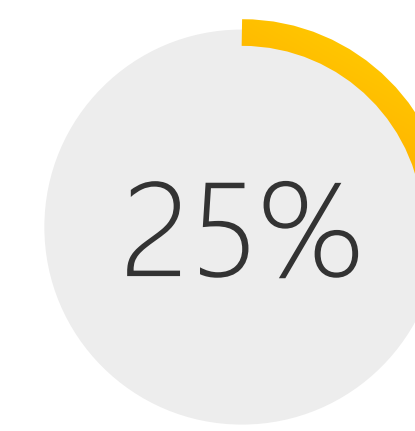
Employee health and well-being



Female hiring



Underrepresented groups in our senior director+ employee population*



Senior female representation

Community Impact



Employees achieving volunteering target



Youth, underrepresented communities, and entrepreneurs

* 'Director+' comprises our managing directors, senior managing directors and members of our Global Management Committee.



Achievements in FY22

Silver
EcoVadis

For **governance**, we continue our commitment to making a positive impact on society and the environment in the places we operate. Our policies, procedures, and processes ensure that we act in an ethical and sustainable manner. Our metrics help us to maintain a focus on an inclusive, diverse, ethical, and healthy workforce across our organization. Only by establishing goals and measuring our progress will we achieve broad representation in our leadership and across our business.



Compliance FY23 targets



Ethics and Compliance Training

Data Privacy and Security



Data Privacy and Security
Maintain ISO/IEC 27001,
and 27701

Transparency and disclosure



Continue our commitment to supporting and advancing the [UN SDGs](#)



ECOVADIS certification **Silver**

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About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. Every day, our 60,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers.

With the most Microsoft certifications (60,000+) and 18 (out of 18) Gold-level Microsoft competencies, we are uniquely positioned to help businesses grow and solve their toughest challenges.

As a responsible business, we are building a sustainable world and helping young people from underrepresented communities fulfill their potential.

Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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Do what matters