



News Release

MEDIA CONTACTS:

N2N Communications for Avanade:

Cathal O'Carroll

Email: cocarroll@n2n.com.au

+61 401942 964

Avanade announces Gender Transition Leave and bolsters Parental Leave

Australia, December 17, 2020 - [Avanade](#), the leading digital innovator on the Microsoft ecosystem, has announced enhanced leave benefits for all employees in Australia. The enhanced benefits include a newly introduced Gender Transition Leave and 18 weeks paid Parental Leave – reinforcing Avanade's commitment to inclusion and diversity at the workplace and to supporting its employees through life events.

Avanade is committed to supporting its LGBTQ+ employees and creating a safe, inclusive working environment where all employees can express their individuality at work without fear of discrimination. All employees are eligible for the Gender Transition Leave benefit including, but not limited to, accessing medical surgery, hormone replacement therapy, or initial non-invasive transitioning.

Along with Gender Transition Leave, Avanade has enhanced its Parental Leave Benefit to better encourage gender equality for its Australia employees. All parents, regardless of gender, can now access 18 weeks paid Parental Leave within the first two years of the birth or adoption of their children – giving all employees the opportunity to share caring responsibilities while maintaining their careers. The Leave can also be utilized flexibly to suit each family's unique needs.

"At Avanade, we truly believe in making our employees feel confident and cared for, and we want our leave policies to reflect that. By taking concrete action to create a more inclusive working environment, it speaks to the commitment we're making to support our employees and drive real change within the industry – something we're very proud of," said Mac Ghani, Managing Director, Avanade Australia.

Avanade Australia has received the [WGEA Employer of Choice for Gender Equality \(EOCGE\) citation three years in a row](#), and was recently announced as a winner in [TechDiversity's 2020 Hall of Fame](#).

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About Avanade

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. Our professionals bring bold, fresh thinking combined with technology, business and industry expertise to help make a human impact on our clients, their customers and their employees. 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. Avanade has 39,000 professionals in 25 countries, bringing clients our best thinking through a collaborative culture that honors diversity and reflects the communities in which we operate. Majority owned by Accenture, Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.