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Avanade celebrates Transgender Awareness Week with new policy on transition and change of gender expression leave

LONDON, UK—19 November 2021 — [Avanade](#), the leading digital innovator on the Microsoft ecosystem, today announces its new transition-related leave policy for transgender and non-binary employees across Europe as part of its commitment to promote a culture of respect for individuals and supporting them through key life events.

Avanade is a dedicated supporter of LGBT+ employees and is taking active steps to create a safe, inclusive working environment where every employee can express their individuality at work without fear of discrimination. The new policy means that all Avanade’s employees in Europe are now eligible for paid leave associated with transition and change of gender expression.

This new policy complements existing leave entitlements and includes a broader framework for how Avanade will support its permanent employees in Europe who want to transition and/or change gender expression, as well as those who have already done so.

“At Avanade we continue to support our employees in creating an inclusive workplace where they feel confident to be their authentic selves, irrespective of their sexual orientation, gender identity or gender expression. Our new pan-Europe gender transition leave policy is just one example of how we are taking positive action. We want to ensure our employees feel cared for and through initiatives like this we can help drive real change in the tech industry, making it a more inclusive environment for all,” said Anna Di Silverio, Avanade Europe President.

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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, optimise operations and transform products, leveraging the Microsoft platform. Avanade has 50,000 professionals in 26 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.