

MEDIA ALERT

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Avanade Australia receives WGEA Employer of Choice for Gender Equality (EOCGE) citation for third year in a row

Sydney, Australia, March 10, 2020 – [Avanade](#), the leading digital innovator on the Microsoft ecosystem, today announced that it has received the [2019-20 WGEA Employer of Choice for Gender Equality \(EOCGE\) citation](#). This is the third year in a row for Avanade Australia to receive the citation, which recognises employer commitment and best practice in promoting gender equality in Australian workplaces.

According to WGEA's press release announcing the citation holders, "the WGEA Employer of Choice for Gender Equality (EOCGE) citation is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces."

"Following a review of the EOCGE program in 2017, the citation was revised, effective from the 2019-20 period. The changes to the program include strengthened criteria against each of the citation's seven focus areas and an emphasis on outcomes to demonstrate continuous improvement. The criteria for the 2019-20 citation cover leadership, strategy and accountability, developing a gender-balanced workforce, gender pay equity, support for caring, mainstreaming flexible working, preventing gender-based harassment and discrimination, sexual harassment and bullying and targets for improving gender equality outcomes."

Some of the initiatives and programs that Avanade Australia has run successfully to promote gender equality at the workplace and help employees feel inspired, confident and cared for, include:

- Avanade's Employee Resource Groups (ERGs) make up a cornerstone of our Inclusion & Diversity strategy, offering resources and opportunities to various communities within the company. The Women's ERG creates a shared global platform for women from every part and every level of Avanade to foster connections, support each other and allies.
- Gender equitable parental leave is one of the ways we support equal childcare responsibilities. In addition to empowering the primary caregiver to return to the workforce, we want to drive a cultural shift that renegotiates the stereotypes of gender roles in society.
- As an equal opportunity employer, we offer superannuation contributions to all our employees – regardless of gender – when they take both paid and unpaid parental leave. This is a commitment on our part to help caregivers boost their retirement savings and narrow the superannuation gender gap.



For more information about the WGEA EOCGE citation, please visit:

<https://wgea.gov.au/newsroom/media-releases/2020-leaders-in-workplace-gender-equality-announced>

More information about Avanade's inclusion and diversity can be found here:

<https://www.avanade.com/en-au/careers/life-at-avanade#diversity-and-global-reach>

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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 36,000 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.