

Avanade Named One of the Top Employers in Europe 2018

Avanade is proud to announce that it has been officially certified by the Top Employers Institute for its exceptional employee offerings.

1 February 2018 – Avanade has been awarded the prestigious 2018 Top Employer certification in Belgium, France, Italy, the Netherlands, Spain and the UK as well as being certified as a regional Top Employer in Europe.

The Top Employers Institute globally certifies excellence in the conditions that employers create for their people. It has just announced the results of this year's research into the employee conditions of organisations in European countries. Avanade is one of the organisations to achieve the Top Employers 2018 Certification, and is delighted to be officially recognised as a leading employer.

Crucial to the Top Employers Certification is the completion of a stringent research process, and meeting the required standard in order to achieve the Certification. To further reinforce the validity of the process, all answers were independently audited, meaning this research has verified Avanade's outstanding employee conditions and earned them a coveted spot among a select group of certified Companies.

The Top Employers Institute assessed Avanade's employee offerings on the following criteria:

- Talent Strategy
- Workforce Planning
- On-boarding
- Learning & Development
- Performance Management
- Leadership Development
- Career & Succession Management
- Compensation & Benefits
- Culture

David Plink, CEO for the Top Employers Institute: "Optimal employee conditions ensure that people can develop themselves personally and professionally. Our comprehensive research concluded that Avanade provides an outstanding employment environment and offers a wide range of creative initiatives, from secondary benefits and working conditions, to performance-management programmes that are well thought out and truly aligned with the culture of their company."

"With employee engagement being a key focus for me and our Leadership Team in Europe, we are extremely proud to achieve these certifications for Belgium, France, Italy, the Netherlands, Spain the UK and Europe", said Darren Hardman, Area President Europe. "Attracting, developing and retaining talent by providing an exceptional work environment is

a top priority for us. Through tools such as our all employee survey, we strive to achieve good employee satisfaction and to foster a continuous two-way dialogue. It's great to see that these efforts have been recognised externally through receiving these certifications."

Learn more about the certification

To learn more about the Top Employers Institute and the Top Employers Certification, please visit: www.top-employers.com.

About Avanade

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences delivered through the power of people and the Microsoft ecosystem. Our professionals bring bold, fresh thinking combined with technology, business and industry expertise to help fuel transformation and growth for our clients and their customers. Avanade has 30,000 digitally connected people across 23 countries, bringing clients the 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.