



Accenture

Locations: Ireland (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Accenture is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Accenture occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Lower Risk**

Accenture has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs [\(1\)](#).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Accenture likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations [\(1\)](#)[\(2\)](#)[\(3\)](#).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. **Lower Risk**

Accenture had a history of divisive employment policies. However, in February 2025, the company announced the end of its DEI goals. Specifically, Accenture pledged to stop tying executive compensation to DEI targets and end career development programs that discriminated against candidates based on race [\(1\)](#)[\(2\)](#). The company protects its employees against viewpoint discrimination [\(3\)](#).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. **High Risk**

Accenture's PGLE membership reflects its commitment to provide "tools and resources for companies to advance and implement

LGBTI inclusion globally" (1)(2)(3)(4). The company signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (5). Accenture was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (6). The company voiced corporate opposition to the Election Integrity Act in various state legislatures (7)(8). Accenture opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (9). The company's CEO, Julie Sweet, is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (10)(11). Accenture opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (12)(13). The company opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (14). Accenture signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (15). The company partners with the United Nations Global Compact and is committed to the UN Sustainable Development Goals in their core business management (16)(17)(18). Accenture is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (19)(20)(21). The company supports ESG within its business practices. From its Value Report: "At Accenture, responsibility for ESG matters starts at the top, with our Board actively overseeing our ESG strategies and progress in meeting our ESG-related commitments, and cascades throughout the business" (22). Accenture had a history of engaging with the HRC, a radical activist organization. However, in February 2025, it pledged to stop filling out external diversity surveys, which includes the HRC's CEI (23)(24).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Accenture provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). The company is a Platinum Corporate Sponsor of the HRC (5). Accenture is a founding member of the PGLE, two LGBTQ corporate advocacy groups that ask companies to promote LGBTQ causes and policies (6). The company was a Platinum Tier corporate sponsor of the Trevor Project, an organization that advocates for controversial sex and gender ideology, including "gender transition" drugs and surgeries for minors, through legislation, litigation, advertising, and PR campaigns. The organization also hosts online chatrooms that allow adults to communicate with minors as young as 13 about sexually explicit topics. Adults in these chatrooms have encouraged minors to adopt transgender identities and withhold this information from their parents (7)(8)(9)(10)(11). The company is a Bronze sponsor of Out and Equal (12). Accenture is a corporate partner of the National LGBT Chamber of Commerce (13). The company is a corporate partner of Ashoka, a global network of entrepreneurs focused on widespread, systemic social and environmental change (14). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (15).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Accenture donated to Equality PAC and has lobbied for the Equality Act and the Respect for Marriage Act, which restricted religious freedoms (1)(2)(3).

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