



## 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. Accenture elevates merit, excellence, and integrity ahead of race and identity-based policies. The company 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. Medium Risk**

*Accenture's PGLE membership reflects its commitment to vet business partners based on LGBTQ+ policies (1)(2)(3). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (4).*

**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 opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). The company opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (3). Accenture opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (4). The company 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 (5). Accenture's CEO Julie Sweet is a member of the Business Roundtable and signed the Business Roundtable's 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (6)(7). The company's CEO Julie Sweet signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (8)(9). In June 2017, Accenture co-founded CEO Action, the largest CEO-driven business initiative to advance DEI in the workplace (10). The company voiced corporate opposition to the Election Integrity Act in various state legislatures (11)(12). Accenture's PGLC membership reflects its commitment to provide "tools and resources for companies to advance and implement LGBTI inclusion globally" (13)(14)(15)(16). 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 (17). The company partners with the United Nations Global Compact and is committed to the UN Sustainable Development Goals in their core business management (18)(19)(20). Accenture is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (21)(22)(23). 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" (24). 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 (25)(26).

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**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 was a partner of the HRC's Foundation (5). Accenture's PGLC membership reflects its commitment to "operationalize" company coverage of transgender surgery and treatment and the financial support of LGBTQ organizations (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 (10)(11)(12)(13)(14). Accenture was a gold sponsor of Out & Equal (15). The company is a corporate partner of the National LGBT Chamber of Commerce (16). Accenture is a coalition member of OneTen, appearing to prioritize diversity over merit in its hiring (17)(18)(19). Accenture sponsored WorldPride 2025 (20). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (21).

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

In 2019, Accenture donated to the Equality PAC (1)(2). The company has lobbied for the Equality Act (3). Accenture has lobbied for the Respect for Marriage Act, which restricted religious freedoms (4).

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