

NEWS RELEASE

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Avanade ranked no.1 Top Employer in Ireland for 2021

Top Employers Institute recognises Avanade Ireland's outstanding approach to employee career learning, well-being and inclusion and diversity.

Dublin, January 28, 2021—The Top Employers Institute has named Avanade—the leading digital innovator on the Microsoft ecosystem—as the number one top employer in Ireland. In its official announcement today, the Institute highlighted Avanade Ireland's exceptional standards across six key HR areas covering 20 categories including People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Inclusion & Diversity.

Since opening its Dublin office in 2018, Avanade Ireland has proven its commitment to being an employer that advocates the need for a better employee experience. This is driven by Avanade's purpose "to make a genuine human impact". The company maintains an open dialogue with its employees, providing many opportunities to gather feedback and recommendations through internal surveys, forums and events.

With over 25 different nationalities, Avanade Ireland's focus on inclusion and diversity has seen it launch internal forums and resource sites where like-minded employees can find and support each other. It has also created an LGBTQ+ ally network and partners with many diversity organisations, such as [Connecting Women in Technology](#). In Avanade Ireland's last financial year, 46% of recruited employees were female and since September 2020 that figure has risen to 47%.

The company is also dedicated to encouraging more young people into technology roles, with its long-time support of organisations like [Junior Achievement Ireland](#) (in association with Microsoft), its creation of the [VelocITy Graduate campaign](#) and participation in the [FIT apprentice programme](#). Avanade has also supported its employees throughout the Covid-19 pandemic, providing access to guidance, counselling and flexible working schemes.

"I take great pride in what we have achieved since we opened our office in Ireland in 2018," said Graham Healy, country manager, Avanade Ireland. "We've seen considerable demand for our services from day one and it's been very exciting to see our team grow in response. For me, the Top Employer recognition is testament to the team we have in Dublin and the culture that we have worked hard to build. We have created an environment that empowers our employees to flourish in their careers, while at the same time, looking after their wellbeing. In doing so, we continue to uphold Avanade's long-standing reputation for being a great place to work and the go-to partner for clients looking for leading innovative solutions on the Microsoft ecosystem.

Top Employers are organisations of the highest calibre that have worked hard to create, implement and progress their people strategies. Top Employers Institute CEO David Plink says: "Despite the challenging year we have experienced (which has certainly made an impact on organisations around the globe), Avanade has continued to demonstrate the power of putting their people first in the

workplace. We are proud to make this year's announcement and congratulate the organisations who have been certified in Ireland through the Top Employers Institute programme."

Avanade also received the Top Employer certification in Europe, UK, France, Belgium, and Italy.

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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 39,000 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.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1 600 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.