



# Shaping *positive futures* for people, planet, and society



An overview of Corporate Responsibility at Capgemini



# Rising to meet today's greatest challenges



Aiman Ezzat,  
CEO, Capgemini

“We are committed to being a benchmark in terms of our contribution to society, for our own activities, and for those of our clients, by promoting sustainability, diversity, equal opportunities, and digital inclusion.”

Our planet and its inhabitants are experiencing multiple pressures. If left unchecked, global temperatures will continue to rise. Global inequality is increasing and approaching an all-time high.

Capgemini is rising to today's challenge by addressing the most pertinent issues of our time through its corporate responsibility program. This means working hard to reduce the emissions that lead to climate change, tackling global inequalities, and addressing interconnected social and environmental polycrises that affect us all.

These challenges will only be solved through a collective approach. At Capgemini, we leverage all our resources and ecosystem of partners to take part in this global effort.

## Taking responsibility

As a responsible business, we are driven to build sustainable and inclusive futures for our people, planet, and society.

*We are in the midst of a new industrial revolution marked by the shift to a sustainable and digital economy that is profoundly transforming the way companies create value. By unlocking the value of technology, we support organizations as they rethink the way they innovate, produce, and engage with their customers, while working with them to create a better future.*

Technology is increasingly at the heart of all value creation hence diversity of the tech workforce to better represent our clients, their customers, and society is key.

As a people company, it is our strong conviction that a diverse workforce and an inclusive and equitable culture boost creativity and innovation, all integral factors to being a high-performance business. Our colleagues, representing over 160 nationalities across 50 countries, are passionate and talented, bringing their core skills to address social inequalities and climate change.

Through the combination of our expertise, from consulting to engineering and digital, combined with the passion of our people, we have the necessary skills and resources to shape positive futures, as a strategic partner to our clients and their customers, our people, planet, and society at large.





## Global leadership and responsible business

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided every day by its purpose of unleashing human energy through technology for an inclusive and sustainable future.

### 12yrs

12 consecutive years named as one of the World's Most Ethical Companies® by Ethisphere

### #1

Capgemini Research Institute ranked #1 six years in a row for the quality of its research

### 85%

Work with 85% of the 200 largest public companies on the Forbes Global 2000 list

### €22.5B

€22.5 Billion in revenues with an operating margin of 13.3%

### 50

More than 50 countries with more than 160 nationalities



Acting on our intentions and holding ourselves to the highest standards by adopting stringent benchmarks and being recognized by credible platforms.

# People

## EDGEplus certified



We are one of the largest organizations to be EDGE assess and EDGEplus certified for our strong dedication to gender parity and intersectional equity

## Bloomberg gender-equality index



For the second year in a row, we have been recognized by the Bloomberg gender equality Index, surpassing the industry average by 10 points

## Stonewall gold employer



We have been recognized as a Gold Employer by the Stonewall Global Workplace Equality Index for our actions on LGBT+ inclusion

# Planet

## In line with SBTI's net zero standard



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



One of the first companies globally to have set net-zero targets validated by SBTi's new Net-Zero Standard

## CDP A list on climate change



One of 346 companies globally on the CDP A list for climate change assessment recognizing our leadership in taking action on climate change

## CDP supplier engagement leader



We have been recognized by CDP as a Supplier Engagement leader, positioning us in the top 7% of companies assessed

## Ecovadis platinum certified



We have been recognized among the top 1% of companies assessed for our performance as a responsible and sustainable business

# Society

# 4.37M

beneficiaries from our Digital Inclusion program (2018 onwards)

# 40K+

Digital Academy Graduates (2018 onwards)

# 6.9K

Digital Academy hires (2018 onwards)



## YouthHub:

Co-creating the YouthHub platform, a digital ecosystem, with YuWaah at UNICEF, connecting the youth in India with employment opportunities

## Green Rising:

One of the first private partners for UNICEF's Green Rising initiative, helping mobilize 10M youth to take concrete green actions over the next three years

Our work is aligned and informed by the United Nations Sustainable Development Goals.





Celebrating diversity  
and embracing  
inclusion for all

# People



# Shaping positive futures for our people

With team members in more than 50 countries, representing 160 nationalities, our vision is to create a vibrant and inclusive workplace that represents society in all its richness.

As a people-first company, attracting and retaining talent is instrumental to our growth and performance.

It is also our strong conviction that a diverse workforce and an inclusive and equitable culture boost creativity and innovation and are, therefore, integral to being a high-performance company.

As technology increasingly sits at the heart of value creation, building a more diverse workforce that better represents our clients, their customers, and the richness of society at large, becomes critical.

We value the differences and uniqueness of our people, while cultivating our commonalities, to ensure a safe, open, and collaborative environment, where

all individuals feel valued and contribute effectively to the success of the Group.

Capgemini has made strong progress in increasing the diversity of women in our workforce\* and in executive management. By creating a vibrant and inclusive culture powered by diverse teams, we are helping to drive distinctive value for our organization and clients, building a future where all talent can thrive.

## Our diversity and inclusion commitments:

1. Be a destination company where all talent can thrive
2. Offer an inclusive workplace with equal opportunities to all
3. Strengthen an inclusive culture, engaging all our workforce
4. Make business and tech transformation an opportunity for local communities and broader society

\*refer to pg 9 for YoY progression in workforce



Explore our Diversity and Inclusion policy to find out more





# Key objectives

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40%

women in the workforce by 2025

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30%

at exec leadership roles by 2025

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20%

of underrepresented minorities  
in the US workforce by 2025



# Nurturing an inclusive culture

Diversity, equity, and inclusion are at the heart of our leadership vision and embedded in our ways of working – including gender, faith, race, ethnicities, sexual orientations, different abilities and more – reflecting the make-up of our workforce, the focus of our employee network groups, and the context of the countries we operate in. For each dimension, we align ourselves with relevant charters, pledges, affiliations, and organizations to continuously improve our policies and practices.

Our commitment to strengthen our inclusive culture is brought to life through multiple programs and efforts. Over 16K colleagues have participated in our innovative Inclusion Circles initiative. Employee sentiment on diversity and inclusion is sought and analyzed twice a year, helping us incorporate feedback and continue to strengthen our priorities and initiatives. Trainings on inclusion and diversity are available for all our colleagues and over 95% of our leaders have completed the Unconscious Bias training, equipping

them to be inclusive leaders and people managers.

Along with our internal programs focused on inclusive hiring and signature talent programs to prepare women leaders and underrepresented minorities, our sponsorships of Women's Rugby, diverse supplier forums, and our digital inclusion partnerships mirror our commitment to diversity.

## Capgemini employee networks

Employee networks provide supportive communities for people with shared

interests and identities – connecting our people across Capgemini.

Existing at different levels of Capgemini, these networks represent our diversity. Along with the three global networks, there are local networks across the Group – Armed Forces, CapAbility, OUTfront, Race & Equality, Women@Capgemini, and more – covering a variety of topics, interests, and identities based on local needs.

## Inclusion circles

One hour, one open discussion, one pledge. Inclusion Circles is a Group-wide movement to share perspectives and experiences to nurture and shape inclusive futures for everyone.

### CapAbility

Whatever your ability, neurodiversity or care giver status – CapAbility is our global employee network to help you thrive.

### OUTfront

Promoting LGBT+ inclusion, OUTfront supports you to take pride in being your authentic self, whatever your sexual orientation or gender identity.

### women@capgemini

Open to all genders, Women@Capgemini connects and empowers women across the Group to realize their full potential.





# Key achievements

38.8%

women in our teams

26.2%

women in executive leadership positions

+4.4%

increase in representation of people with disability in 2023 (+53% since 2020)

15.1%

of under-represented minorities in the U.S.

Represented data is as-of FY 2023

## Our partnerships and affiliations



WOMEN'S  
EMPOWERMENT  
PRINCIPLES



International  
Labour  
Organization | Global Business  
and Disability  
Network



PARTNERSHIP FOR  
GLOBAL LGBTQ+ EQUALITY



## Our accolades

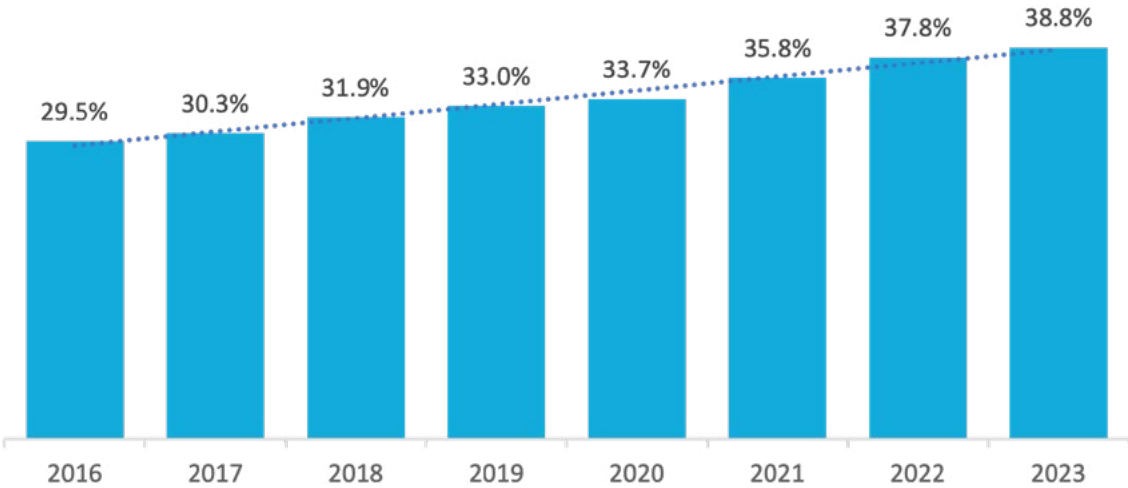
Group  
awards



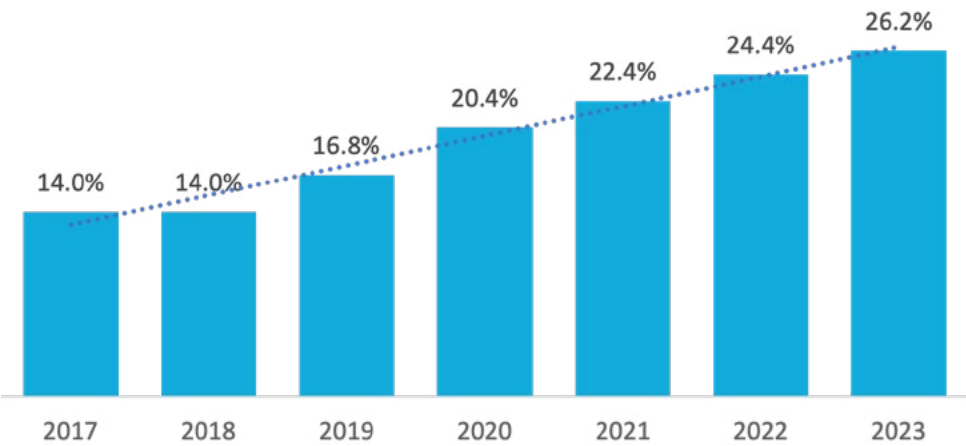
Country  
awards



## Women in workforce



## Women in executive management





Accelerating our  
sustainable transformation

# Planet



# Shaping positive futures for our planet

We drive a sustainable mindset into every aspect of our operations, while adopting a business to planet mindset to help clients address their environmental challenges. We team up with partners and suppliers, start-ups, policy makers, governments and academics, to work collaboratively for sustainable progress aligned to the goals of the Paris Agreement.

Internally we are committed to reducing our carbon emissions from across our largest impact areas with targets aligned to the Science Based Targets Initiative’s (SBTi’s) Corporate Net-Zero Standard with the ultimate aim to reduce our emissions by 90% by 2040. We focus on our business-related travel, the energy use in our facilities, the commuting of employees to the office, and the impacts of the goods and services we buy. Given the urgent

need to decarbonize, we are also scaling up our investment in projects that generate high-quality carbon credits (as defined by independent standards), which have a positive impact for the planet and deliver wider co-benefits. Beyond carbon we are committed to minimising our use of natural resources such as water, and to the principles of a circular economy.

To ensure our approach to creating a sustainable future is embedded at every level of the organization, our Net Zero Board comprises of our Group CEO with other members of the Group’s Executive Board and Committee providing executive level governance. Our leadership position in tackling climate change has been recognized by global environmental non-profit CDP, who positioned us on their prestigious ‘A list’.



## Targeted commitments

Our emissions reduction goals are aligned to the Science Based Target initiative (SBTi) Corporate Net-Zero Standard.

These include a 90% absolute reduction vs. 2019 levels by 2040 for:

- Scope 1 & 2 emissions
- Business travel emissions
- Commuting emissions
- Emissions from purchased goods and services



The biggest impact we can make is helping our clients. We have the end-to-end capabilities to help future proof business.

Our Business to Planet approach turns sustainability challenges into a catalyst for innovation and a driver of value.

Commit

Sustainability strategy and governance

Act

Sustainable products

Sustainable operations, manufacturing, and supply chain

Sustainable technology

Monitor & report

ESG management and reporting



# Key objectives

Become **Net zero**

by 2040, reducing our carbon emissions  
by 90% v2019

**100%**

renewable electricity by 2025

Help clients save

**10M**

tons of CO<sup>2</sup>e by 2030

**100%**

EVs in our company car fleet by 2030

**80%**

total waste reduction per employee  
by 2030 (baseline year 2019)

**Zero**

waste to landfill and below 5% incineration  
building on the principles of circularity







# Our transition plan

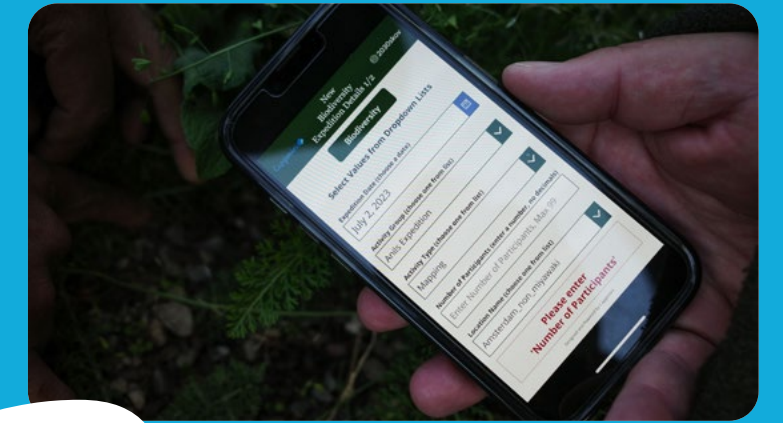
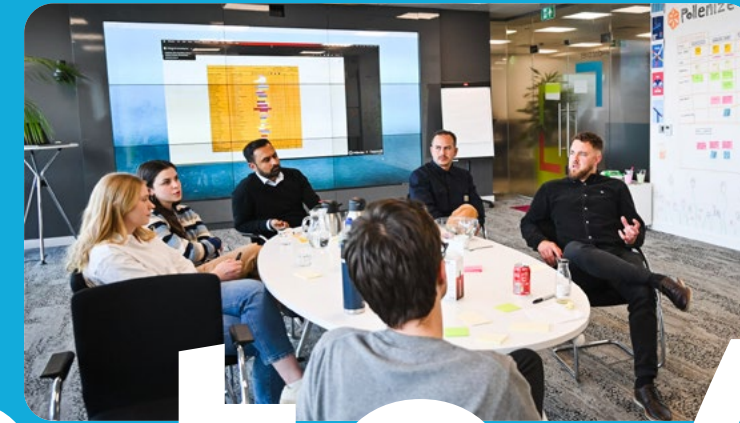
In 2020, we accelerated our transition to becoming a net zero business, establishing a 10-point plan for our transformation. While our progress on decarbonization has remained our key focus with strengthened ambitions, we remain committed to go further and have enhanced strategies on key topics such as biodiversity, waste, and water, which are incorporated into our 10-point transition roadmap.





# Ambition to Action

There has never been a more critical time to mobilize technology and unleash human capabilities to address planetary challenges.



## Equipping our people with the sustainability skills they need

Over 220,000 (62%) of our people have completed our virtual Sustainability Campus awareness module.

The Campus, launched in 2022 is an award winning online learning platform to educate and upskill our employees on sustainability. It provides a single point where employees can reinforce their knowledge of global sustainability issues and learn more about our own corporate commitments and actions, and the impact of our sector. It also provides information about our products and services, highlights the challenges within specific sectors, and deep dives into key topics like Circular Economy and Biodiversity, as well as a series of role-based and industry learning pathways.

## Increasing the sustainability of our facilities through the Energy Command Centre

Our offices in India are now running off 100% renewable electricity thanks, in part, to the work of our employees to roll out solar parks across our campuses and develop a solution to monitor and regulate energy usage. Capgemini's Energy Command Center is a state-of-the-art facility built on an Internet of Things (IoT)-based architecture that monitors and manages all our energy assets across Capgemini offices in India.

## Leveraging our skills and expertise to address the biodiversity crises

Through internal challenges, our colleagues apply their passion and skills to implement innovative technology solutions for planetary challenges.

**T4PF 2022:** Tech4Positive Futures challenged employees to create solutions aimed at protecting biodiversity. Three winning projects have been developed to support the roll out of urban forests, to reduce the problem of by-catch in the ocean, and to enable bees and other pollinators to flourish.

**GDSC 2023:** Our Global Data Science Challenge mobilized teams of employees to leverage data and AI to help identify and protect insects.



Our partnerships and affiliations



Our accolades



Learn about how Capgemini supports customers on their sustainability journey from Business to Planet

Key achievements

59%

carbon emissions reduction operationally per employee (v. 3.1 tCO<sub>2</sub>e per head in 2019)

34%

share of EVs in our fleet (v. 12% in 2021) includes battery-powered electric vehicle and plug-in hybrid electric vehicles

91%

reduction in Scope 1 & 2 emissions (v. 2019)

60%

reduction in carbon emissions from business travel per employee (v. 2019)

96%

share of renewable electricity (v. 53% in 2021)

54%

reduction in carbon emissions from commuting per employee (v. 2019)

40%

reduction in office energy consumption (v. 2019)

14M

trees planted through our climate contribution program

Represented data is as-of FY 2023



Addressing the digital  
divide by making technology  
an opportunity for all

# Society



# Shaping positive futures for our society

By combining our strength in technology and innovation with the skills and passions of our people, we're bridging the digital divide and developing innovative solutions to address the biggest challenges of our lifetime.

Through curated partnerships, well-designed initiatives, high-impact digital academies, and broader digital literacy initiatives in many countries, we continue to strengthen our human-centered approach to technology and all our resources to make the digital revolution an opportunity for all currently excluded members of our society.

Discover how our colleagues create an impact together.







# Key objective

# 5M

We aim to support 5M beneficiaries through our Digital Inclusion programs by 2030



# Bridging the digital divide

Capgemini's ambition is to take part in making the digital revolution an opportunity for all by bridging the gap between technology and society. Today more than ever, digital empowerment determines whether someone is socially and digitally included or excluded.

That is why we are committed to being a leader in digital inclusion – because we believe technology should open doors to the future for all.

## Community action

Our programs, developed along with local charity partners, are helping reduce the digital divide by supporting those who are digitally excluded.

Kandigai School, India - [Learn more](#)

STEM education, Guatemala - [Learn more](#)

Digital caravan, Morocco - [Learn more](#)

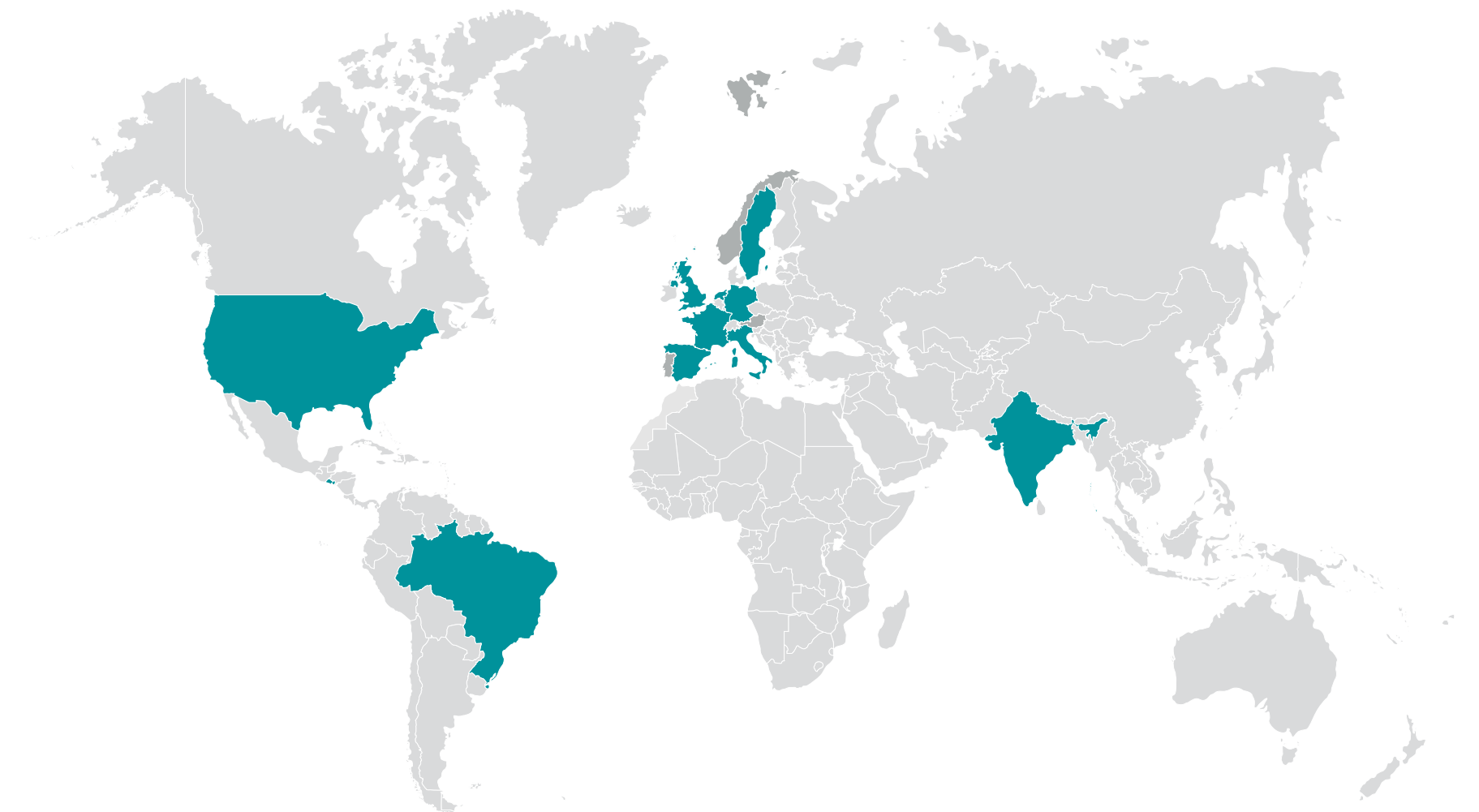
## Digital academies

Award winning digital academies train populations away from the job market on digital skills to work in the tech sector.

Per Scholas, US - [Learn more](#)

Code your Future, UK - [Learn more](#)

LEAP Digital Academy, India - [Learn more](#)





# TECH 4 POSITIVE FUTURES

Through Tech4Positive Futures, Capgemini applies innovation and technology to solve some of the most pressing planetary and societal challenges in the areas of skilling, health and well-being, and climate-related sustainability.

This is done by unleashing the superpower of our people through technology, financial support, and leadership commitment together with the pro-bono technology and consulting services of our volunteering colleagues.

Initiatives are delivered in collaboration with our ecosystem of partners, creating impact at scale.





**Tech4Positive Futures challenge** is Capgemini's flagship program; an internal contest that empowers our colleagues to bring their skills to solve for environment and societal challenges. The 2022 edition focused on helping protect and restore nature and biodiversity with technology.

Run by Capgemini's Insights & Data GBL for the last five years, the **Global Data Science Challenge** is an innovative hackathon that pushes the boundaries of what's possible when the power of data and technology meets passion for good.

## Food security

### Project FARM

Implemented in collaboration with the Agricultural Development Trust in Maharashtra, India FARM app helps increase smallholder farmer yields by enabling access to tech-savvy algorithms.



### Reducing world hunger

Tackling world hunger using big data and AI under the umbrella of Project ENHANCE.

## Health outcomes

### Maatr

An AI-powered app, Maatr helps community health workers in India support women throughout their journey of pregnancy and childbirth reducing maternal mortality. Post a pilot phase the app is now ready to be rolled out at scale in collaboration with the Govt. of Maharashtra.

### Code for a cure

Using AI to treat river blindness built together with University Hospital of Bonn and AWS.



## Preserving biodiversity

### SmartNets

Fishing nets lit by renewable energy designed to reduce bycatch of endangered species, such as sea turtles, while maintaining the expected target catch rate.



### Biodiversity buzz

Protecting insect ecosystems through an AI model that relies on sounds and interprets acoustic data to identify insects with an impressive accuracy rate of 92%, with AWS and Naturalis Biodiversity Centre.



### eHive

A data-driven rewilding tool that recommends the best type of seeds to plant in specific locations, ultimately supporting bees and other pollinators to flourish.

### Urban forests

An end-to-end data solution that demonstrates the value of the Miyawaki Forests method, restoring biodiversity while capturing more CO<sub>2</sub> than traditional forests.

### Protecting sperm whales

A self learning AI solution that makes it easier to identify sperm whales by the identifying pattern on their tails in order to better understand how to protect the species.





# Social response unit

To address the world's most immediate crises, our Social Response Unit draws on the efforts of our passionate and talented colleagues as well as donations to accelerate, replicate, and amplify initiatives towards delivering social impact. Leveraging our technology expertise enables us to create positive futures for a wide range of individuals and communities.

## Helping those in need to make a difference

### Ukraine crisis

In response to the Ukraine crisis, Capgemini supported UNICEF in helping affected families access emergency healthcare, education and psychosocial support. Beyond immediate relief, our colleagues came together to create multiple programs across Europe to help settle those fleeing the war. We are also working with our local teams in Ukraine to support the Superhumans mission, providing prosthetics, high-tech medical interventions and rehabilitation to the injured.



### Turkey-Syria earthquake

Our colleagues from across the Group came together to support the Red Cross with emergency disaster relief efforts to help the people affected by the devastating earthquake.



### Morocco earthquake

The Group and our colleagues from across the globe supported the Red Cross and Red Crescent movement's urgent humanitarian relief programs including search and rescue operations.





# Collaborating with key partners to drive authentic programs



## YuWaah – GenU

As a founding partner, Capgemini India has worked closely with YuWaah focusing on learning, skill development, and employment of the Indian youth. Through this partnership, we recently launched YouthHub, a single-window platform connecting young people to opportunities.



## Green rising – UNICEF

Capgemini has joined forces UNICEF and Generation Unlimited to launch the Green Rising program, mobilizing millions of young people in acquiring future-ready green skills and protecting their communities from climate crisis. Through this partnership and combined ability to create impact at scale, we aim to empower 10 million youth by 2025.



# Key achievements

## 2.4M

people benefited from our Digital Literacy programs in 2023

## 14,297

students graduated from our Digital Academy programs worldwide

## 1,086

graduates hired from our Digital Academies and joined our teams globally

## 18,000

employees in 37 countries supporting 318 NGOs in 2023

Represented data is as-of FY 2023



Capgemini Research Institute

# – Shaping the thinking for tomorrow.



## Nurturing the future of work

How organizations can successfully implement the transformations necessary to thrive in the future of work.



## Sustainable product design

The importance of understanding the role for sustainable design.



## Future-ready education

Empowering secondary school students with digital skills.



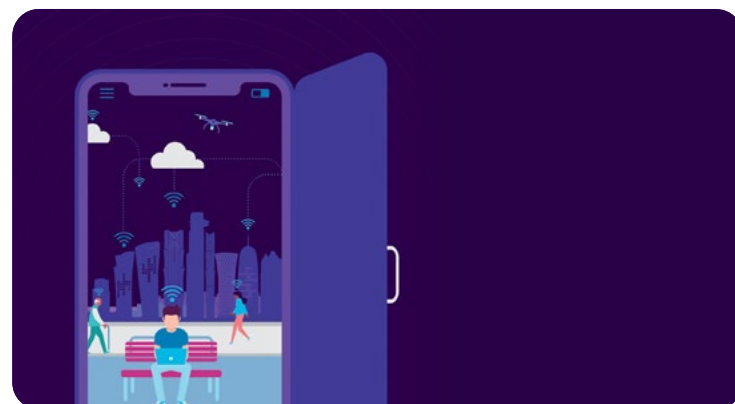
## Preserving the fabric of life

Why biodiversity loss is as urgent as climate change.



## The key to designing inclusive tech

Understanding how to create successful diverse and inclusive tech teams.



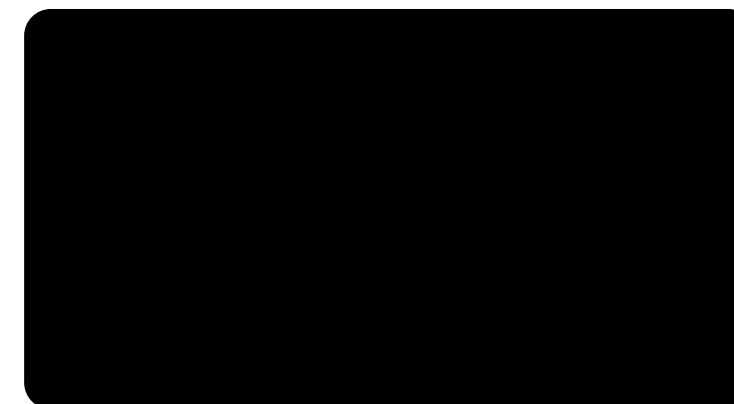
## The great digital divide

Why bringing the digitally excluded online should be a global priority.



## Sustainability and climate tech

The role climate technology plays in transforming the way we live and do business.



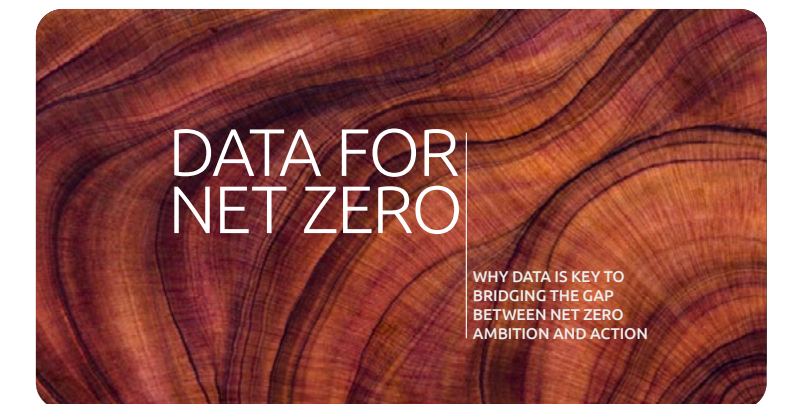
## How to re-think sustainability

Two whitepapers to look at two major issues facing us today, the climate crisis and the threat to biodiversity.



## A world in balance

Why sustainability ambition is not translating to action.



## Data for net zero

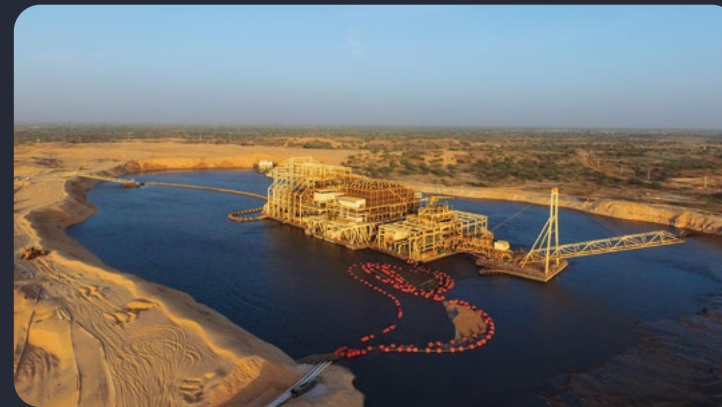
Why data is key to bridging the gap between net zero ambition and action.



# Applying Innovation and technology for impact at scale

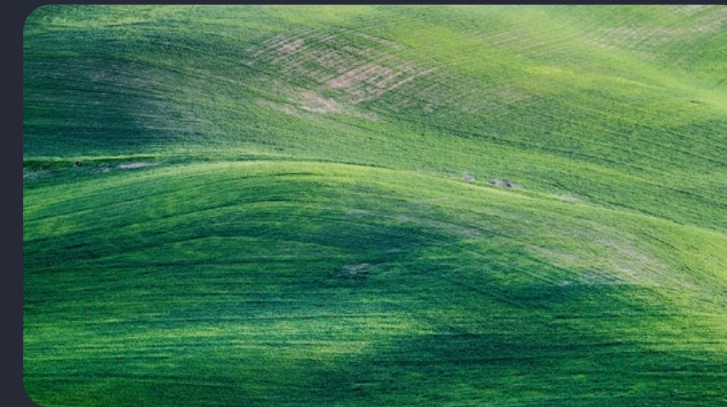
We bring together our capabilities across the Group to drive the sustainable transformation needed by clients, helping them identify how technology can enable new business models.

Find out how we can shape positive futures together.



## Eramet digitalizes sustainability efforts in Senegal

Working with Eramet to digitize sustainability efforts to minimize environmental impact and improve its ability to rehabilitate land.



## Capgemini to help Eneco reduce annual carbon footprint by one megaton by 2030

Partnering with Eneco to reduce their carbon footprint by 1 megaton by 2030.



## from space to Earth: Helping decision-makers in the fight against climate change through satellite data

Supporting the world, to create a platform that facilitates and accelerates access to satellite data mapping global greenhouse gas and atmospheric pollutant emissions.

For detailed reporting of Corporate Responsibility please visit [here](#).





## About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2023 global revenues of €22.5 billion.

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