



# GRI CONTENT INDEX

FY 2022

June, 2023



## GRI 21 - Content Index

Statement of use	CAPGEMINI has reported in accordance with the GRI Standards for the period from January 1 <sup>st</sup> to December 31 <sup>st</sup> , 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI sector standard available

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		REQUIREMENT(S) OMITTED	OMISSION	
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GRI 202 : Market Presence - 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	URD FY22 - 4.3.1.2 Attraction and retention of a skilled and engaged talent pool to serve our clients and our business growth / Talent reward, compensation & pay equity	189			
	202-2 Proportion of senior management hired from the local community	URD FY22 - 4.3.1.2 Attraction and retention of a skilled and engaged talent pool to serve our clients and our business growth	186			
GRI 203 : Indirect Economic Impacts - 2016	203-1 Infrastructure investments and services supported	Omission		Infrastructure investments and services supported	Not applicable	Capgemini is an asset light company. Capex are not material compared to Opex.
	203-2 Significant indirect economic impacts	Capgemini sustainability Disclosure Dashboard - Materiality & value Chain				
GRI 204 : Procurement Practices - 2016	204-1 Proportion of spending on local suppliers	Capgemini sustainability Disclosure Dashboard - Materiality & value Chain				
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GRI 206 : Anti-competitive Behavior - 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	URD FY22 - 4.4.2.2 Fair competition	229 - 230			
GRI 207 : Tax - 2019	207-1 Approach to tax	URD FY22 - 4.4.2.5 Group Tax Policy	234			
	207-2 Tax governance, control, and risk management	URD FY22 - 4.4.2.5 Group Tax Policy	234			
	207-3 Stakeholder engagement and management of concerns related to tax	URD FY22 - 4.4.2.5 Group Tax Policy URD FY22 - 4.3.2.5 Management of affected stakeholders' concerns	234 217			
	207-4 Country-by-country reporting	Omission		The breakdown of taxes paid by country or region	Confidentiality constraints	Capgemini does not disclose this information due to local competition constraints.

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	302-4 Reduction of energy consumption	URD FY22 - 4.2.1.3 Our net zero strateov and prooram/ Energy	167			
	302-5 Reductions in energy requirements of products and services	Omission		Reduction in energy requirements of the products and services sold	Information unavailable/incomplete	Will be disclosed in FY 25
	303-1 Interactions with water as a shared resource	URD FY22 - 4.2.2.3 Water and effluents	180			
GRI 303 : Water and Effluents - 2018	303-2 Management of water discharge-related impacts	Omission		Management of water discharge-related impacts	Not applicable	Will be disclosed in FY 25
	303-3 Water withdrawal	Omission		Water withdrawal	Not applicable	Will be disclosed in FY 25
	303-4 Water discharge	Omission		Water discharge	Not applicable	Will be disclosed in FY 25
	303-5 Water consumption	URD FY22 - 4. 2. 2. 3 Water and effluents	180			
GRI 304 : Biodiversity - 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	URD FY22 - 4.2.2.2 Biodiversity	178 - 179			
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	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission		IUCN red list species	Not applicable	This information is not material for Capgemini with regards to its business.
	305-1 Direct (Scope 1) GHG emissions	URD FY22 - 4.2.1.3 Our net zero strategy and program/ Climate change mitigation and adaptation performance in 2022	164 - 166			
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	305-4 GHG emissions intensity	URD FY22 - 4.2.1.3 Our net zero strategy and program/ Climate change mitigation and adaptation performance in 2022	164 - 166			
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	305-6 Emissions of ozone-depleting substances (ODS)	Omission		Emissions of ozone-depleting substances (ODS)	Not applicable	Not used at Capgemini
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GRI 308 : Supplier Environmental Assessment - 2016	308-1 New suppliers that were screened using environmental criteria	URD FY22 - 4.2.4 Responsible procurement	233 - 234			
	308-2 Negative environmental impacts in the supply chain and actions taken	URD FY22 - 4.2.1.3 Our net zero strategy and program/ 6. Reducing the carbon impact of our supply chain	161			

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	401-1 New employee hires and employee turnover	URD FY22 - 4.3.1.2 Attraction and retention of a skilled and engaged talent pool to serve our clients and our business growth/ External Hiring Capgemini sustainability Disclosure Dashboard - Human Capital	192				
GRI 401 : Employment - 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	URD FY22 - 4.3.1.2 Attraction and retention of a skilled and engaged talent pool to serve our clients and our business growth/ Talent reward, compensation & pay equity	194				
	401-3 Parental leave	URD FY22 - 4.3.1.2 Attraction and retention of a skilled and engaged talent pool to serve our clients and our business growth URD FY22 - 4.3.1.4 Enhancement of a diverse workforce and an inclusive culture	192 199				
	GRI 402 : Labor/Management Relations - 2016	402-1 Minimum notice periods regarding operational changes	URD FY22 - 4.3.1.6 Labor relations	210 - 212			
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	403-3 Occupational health services	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-4 Worker participation, consultation, and communication on occupational health and safety	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-5 Worker training on occupational health and safety	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-6 Promotion of worker health	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-8 Workers covered by an occupational health and safety management system	URD FY22 - 4.3.1.5 Employee health, safety and well-being at work	206 - 210				
	403-9 Work-related injuries	Omission		i. The number and rate of deaths from work-related injuries. ii. The number and rate of serious work-related injuries (excluding fatalities). iii. The number and rate of work-related injuries that can be recorded. iv. The main types of work-related injuries. v. The number of hours worked.	Information unavailable/incomplete	New H&S management system currently deployed in the Group	
	409-10 Work-related ill health	Omission		i. The number of deaths due to work-related health problems. ii. The number of recorded cases of occupational ill-health. iii. The main types of work-related health problems.	Information unavailable/incomplete	New H&S management system currently deployed in the Group	
GRI 404 : Training and Education - 2016	404-1 Average hours of training per year per employee	URD FY22 - 4.3.1.3 Skills management and development	197				
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	405-2 Ratio of basic salary and remuneration of women to men	URD FY22 - 4.3.1.4 Enhancement of a diverse workforce and an inclusive culture	197 - 206				
	GRI 406 : Non-discrimination - 2016	406-1 Incidents of discrimination and corrective actions taken	URD FY22 - 4.3.1.4 Enhancement of a diverse workforce and an inclusive culture/ 2. Offer a safe and inclusive workplace with equal opportunities to all	202 218			
GRI 407 : Freedom of Association and Collective Bargaining - 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	URD FY22 - 4.3.1.6 Labor relations URD FY22 - 4.4.2.4 Responsible procurement	210 - 212 233 - 234				
	GRI 408 : Child Labor - 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	URD FY22 - 4.3.2.4 human rights at Capgemini URD FY22 - 4.4.2.4 Responsible procurement URDF FY22 - 4.5 Compliance with duty of care legislation	214 - 216 233 - 234 238 - 240			
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		GRI 410 : Security Practices - 2016	410-1 Security personnel trained in human rights policies or procedures	Omission	Security personnel who have received formal training in the organization's specific human rights policies or procedures and their security implementation	Not applicable	Capgemini does not employ directly security personnels. Suppliers are requested to follow the Supplier Code of Conduct including Human rights policies

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
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GRI 411: Rights of Indigenous Peoples - 2016	411-1 Incidents of violations involving rights of indigenous peoples	URD FY22 - 4.3.1.4 Enhancement of a diverse workforce and an inclusive culture/ We commit to ensure a better representation of the society in all its richness.	199			
	412-1 Operations that have been subject to human rights reviews or impact assessments	URD FY22 - 4.3.2.4 Human rights at Capgemini URD FY22 - 4.4.2.4 Responsible procurement URDF FY22 - 4.5 Compliance with duty of care legislation	214 - 216 233 - 234 238 - 240			
GRI 412: Human Rights Assessment - 2016	412-2 Employee training on human rights policies or procedures	URD FY22 - 4.3.2.4 Human rights at Capgemini	214 - 216			
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	URD FY22 - 4.3.2.4 Human rights at Capgemini URD FY22 - 4.4.2.4 Responsible procurement URDF FY22 - 4.5 Compliance with duty of care legislation	214 - 216 233 - 234 238 - 240			
GRI 413: Local Communities - 2016	413-1 Operations with local community engagement, impact assessments, and development programs	URD FY22 - 4.3.3 Local communities	219 - 223			
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GRI 415: Public Policy - 2016	415-1 Political contributions	URD FY22 - 4.4.2.1 Anti-corruption Program	228			
GRI 416: Customer Health and Safety - 2016	416-1 Assessment of the health and safety impacts of product and service categories	Omission		Assessment of the health and safety impacts of product and service categories	Not applicable	Not material for Capgemini as a BtoB IT services company
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omission		The total number of incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable	Not material for Capgemini as a BtoB IT services company
GRI 417: Marketing and Labeling - 2016	417-1 Requirements for product and service information and labeling	Omission		Requirements for product and service information and labeling	Not applicable	Not material for Capgemini as a BtoB IT services company
	417-2 Incidents of non-compliance concerning product and service information and labeling	URD FY22 - 4.4.2.3 Protect and secure data	232			
	417-3 Incidents of non-compliance concerning marketing communications	Omission		The total number of incidents of non-compliance with regulations and/or voluntary codes regarding marketing communications, including advertising, promotion and sponsorship, is missing	Not applicable	Not material for Capgemini as a BtoB IT services company
GRI 418: Customer Privacy - 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	URD FY22 - 4.4.2.3 Protect and secure data	232			
GRI 419: Socioeconomic Compliance - 2016	419-1 Non-compliance with laws and regulations in the social and economic area	URD FY22 - 3.2.1 Non-compliance with laws and/or adverse changes to regulations.	128			
		4.5 Compliance with Duty of care legislation	238			



## About Capgemini

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 everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 360,000 team members in nearly 50 countries. With its strong 50 year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms.

The Group reported in 2022 global revenues of €22 billion.

Learn more about us at

[www.capgemini.com](https://www.capgemini.com)

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