



Corporate Social Responsibility

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Our Ambition

We want to be recognized worldwide as a **leading responsible company**, using our expertise for positive impact.....
We want to be **Architects of Positive Futures**



Architects of Positive Futures



DIVERSITY

Building an inclusive workplace, attracting and retaining a **diverse workforce** to enable Capgemini and our employees to thrive.



DIGITAL INCLUSION

Using our skills to help societies address the impact of the **digital and automation revolution**.



ENVIRONMENTAL SUSTAINABILITY

Minimizing our environmental impacts, building business resilience against climate change, and supporting clients with their **sustainability challenges**.



EMPLOYEE ENGAGEMENT

Excite and train employees, recognize individual and team action, connect expertise through global networks

Architects of Positive Futures – Diversity



OUR COMMITMENT

Building an inclusive workplace, attracting and retaining a diverse workforce to enable Capgemini and our employees to thrive.



OUR PRIORITIES

- Increase the amount of all aspects of diversity
- Foster an environment of inclusion
- Leverage client partnership



OUR FOCUS

- Clear leadership commitment
- Prioritized diversity recruitment drive
- Bold flexible working policy
- Improved talent processes
- Aligned global initiatives

Targets

30% of executive leadership to be women.

40% of our total workforce to be women.



Architects of Positive Futures – Digital Inclusion



OUR COMMITMENT

Using our skills to help societies address the impact of the digital and automation revolution.



OUR PRIORITIES

- Maximize our social impact through a focus on Digital Inclusion
- Use our expertise to bring digital skills to disadvantaged groups eg through our Digital Academy
- Foster employee engagement



OUR FOCUS

- ✓ Global alignment on digital inclusion and future skills
- ✓ Partnerships with global social partners eg Simplon
- ✓ Global volunteering enablement

Target

80% of our social impact initiatives to be focused on Digital Inclusion.



Architects of Positive Futures – Environmental Sustainability



OUR COMMITMENT

Minimizing our **environmental impacts**, building business resilience against climate change, and supporting clients with their **sustainability challenges**.



OUR PRIORITIES

- Reduce our carbon footprint
- Increase our business resilience to climate change
- Engage in a carbon conversation with clients to help them save 10 million tonnes carbon by 2030



OUR FOCUS

- ✓ **Accountable:** Monitoring and managing our environmental impacts;
- ✓ **Resourceful:** Driving efficiency and innovation across our business operations;
- ✓ **Impactful:** Engaging our clients to address our biggest potential environmental impact.



Target

20% reduction in carbon emissions per employee compared to 2015.

Integrated reporting

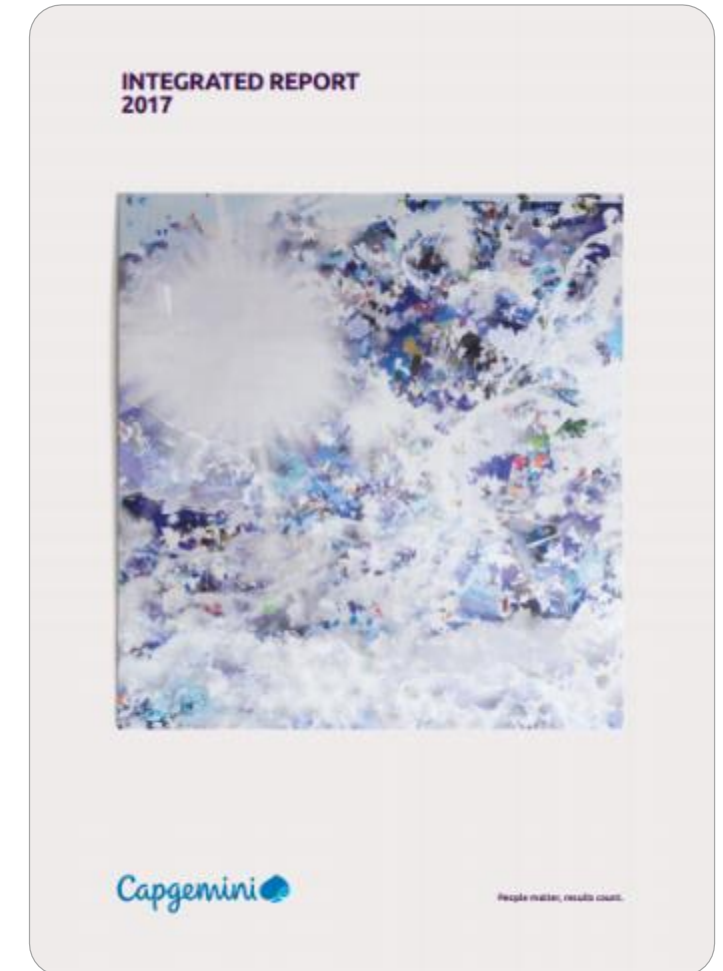


[Download the report](#)

A comprehensive view of our financial and non-financial performance and impact of our CSR initiatives



Create your own view of Capgemini's performance on the [interactive version of the report](#)





Employee engagement and Global Volunteering policy

We actively encourage team members at all levels to get involved in the communities in which we live and operate.

- ✓ Varied opportunities to engage with passion and be **Architects of Positive Futures**
- ✓ A **maximum impact across our 3 pillars:** Diversity, Digital Inclusion, Environmental Sustainability
- ✓ Alignment with our business activities and client relationships, to **bring about significant social innovation**





People matter, results count.



About Capgemini

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2017 global revenues of EUR 12.8 billion.

Learn more about us at
www.capgemini.com

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