

# CORPORATE RESPONSIBILITY & SUSTAINABILITY

UK PROGRESS UPDATE 2021/22



# CONTENTS

## OUR APPROACH TO RESPONSIBLE BUSINESS

HIGHLIGHTS 2021

EXTERNAL RECOGNITION

## ENVIRONMENTAL SUSTAINABILITY

PROGRESS TOWARDS NET ZERO

UNLEASHING HUMAN ENERGY

CREATING SUSTAINABLE FUTURES FOR CLIENTS

## DIGITAL INCLUSION

MAKING TECHNOLOGY AN OPPORTUNITY FOR ALL

HELPING SOLVE SOCIETAL CHALLENGES

## DIVERSITY AND INCLUSION

STRENGTHENING OUR INCLUSIVE CULTURE

ACCELERATING GENDER EQUALITY

## ANNEX

UN SUSTAINABLE DEVELOPMENT GOALS INDEX

ENVIRONMENTAL SUSTAINABILITY DATA

DIGITAL INCLUSION DATA

DIVERSITY AND INCLUSION DATA

### About this report

The data and information in this report covers the corporate responsibility and sustainability activities of Capgemini UK during the calendar year 2021.

If you are reading a printed version of this report, please find the online version with in-text hyperlinks here: [capgemini.com/gb-en/about-us/crs/our-uk-crs-reports/](https://capgemini.com/gb-en/about-us/crs/our-uk-crs-reports/)

### 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 over 340,000 team members in more than 50 countries. With its strong 55-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 2021 global revenues of €18 billion.



# OUR APPROACH TO RESPONSIBLE BUSINESS

Our responsible business approach underpins our commitment to our people, our clients and business partners, our suppliers, our communities and our planet as well as the long-term success of our company. As a technology service provider, it is our belief that digital transformation should benefit all of humanity and we strive to be a benchmark in terms of our contribution to society, for our own activities and for those of our clients. This ambition sees us addressing digital exclusion, promoting inclusion and diversity, ensuring equal opportunities, and minimising our impacts on nature.

We are driven by one shared purpose: unleashing human energy through technology for an inclusive and sustainable future. To create this future, we focus on the three areas where we can have greatest positive impact: environmental sustainability, digital inclusion, and diversity and inclusion. This report provides an overview of our strategy, unpacks the highlights from our programmes of work, and provides data summarising Capgemini UK’s performance for the calendar year 2021.

## OUR RESPONSIBILITY AND SUSTAINABILITY STRATEGY

### We focus on building an inclusive and sustainable future for all...

#### ENVIRONMENTAL SUSTAINABILITY

Drive net zero thinking into our operations and the work we do with clients

#### DIGITAL INCLUSION

Use the skills and passions of our people to bridge the digital divide for a future where technology is an opportunity for everyone

#### DIVERSITY AND INCLUSION

Create a vibrant and inclusive culture where talent representing society in all its diversity are empowered to build meaningful careers

See our [ESG Policy](#) for further detail of our strategy.

### A MESSAGE FROM OUR UK HEAD OF RESPONSIBLE BUSINESS

Against the background of an increasingly turbulent world, in the past year we have accelerated our journey towards becoming a net zero business, whilst continuing to foster an inclusive and diverse workplace, and opening up employment pathways for those who are currently underrepresented in the technology sector. In this report, I’m delighted to share some of our highlights from 2021. Looking to the challenges of the future, it is clear that only through continued collaboration between our people, partners, clients, NGOs and local communities, will we be able to build the inclusive and sustainable future we want.



**Dr. James Robey**  
Global Head of Environmental Sustainability and UK Responsible Business Lead, Capgemini



# HIGHLIGHTS 2021

## ENVIRONMENTAL SUSTAINABILITY

*Drive the net zero transformation*

### A List

recognition by CDP for leadership on climate action

### Carbon Travel Dashboard

deployed to optimise management of our UK business travel emissions

### 209

ideas submitted by UK employees to accelerate our net zero action plan

## DIGITAL INCLUSION

*Bridge the digital divide*

### 3,400+

individuals supported to build their digital skills through our community outreach initiatives

### 2,540+

hours volunteered by employees to support digital skills education initiatives

### 50+

graduates hired from our digital academies since 2019

## DIVERSITY AND INCLUSION

*Foster a diverse, inclusive culture*

### 1st

in Inclusive Top 50 UK Employers 2021/22

### 50%

increase in wellbeing health champions, with 185 employees now volunteering

### 160

women supported towards leadership through our Women on Boards programme





## EXTERNAL RECOGNITION

- **Better Society Network:** Our collaboration with CodeYourFuture to offer [digital skills training](#) won a [Better Society Award](#) in 2022. Organised by the Better Society Network, the awards celebrate efforts by commercial organisations to create a better society.
- **Better Society Network:** Our work to scale The Prince's Trust annual "[Future Steps](#)" fundraising event also made the shortlist for the 2022 [Better Society Awards](#).
- **CDP:** Out of more than 13,000 companies assessed in 2021, Capgemini was among the 200 companies recognised for leadership on climate action being included in CDP's [Climate A List](#).
- **CDP:** We ranked in the top 7% of companies as a CDP 2021 [Supplier Engagement Leader](#), which celebrates best practice corporate supplier engagement on climate issues.
- **EcoVadis:** For three consecutive years, we have achieved a platinum rating in our EcoVadis Sustainability Rating assessment. In 2021, Capgemini was placed in the top 1% of companies assessed for responsible and sustainable business performance.
- **Ethisphere:** For the tenth consecutive year, Capgemini was ranked as one of the [World's Most Ethical Companies](#) by Ethisphere. In 2022, this award recognised 136 honourees spanning 45 industries for leadership and commitment to business integrity.
- **FTSE4Good:** Capgemini continued to be a constituent of the FTSE4Good Index Series. This index series helps investors identify companies with strong environment, social and governance practices.
- **Inclusive Companies:** Capgemini UK achieved first place in the [Inclusive Top 50 UK Employers List 2021/22](#). This assesses companies for best practice on diversity, equality and inclusion.
- **Social Mobility Foundation:** Capgemini UK's ranking increased by eight places in the [2021 Social Mobility Employer Index Top 75](#), achieving a position of 25th. The index recognises the 75 UK employers that have taken the most action to improve social mobility in the workplace.
- **Stonewall UK:** Rated with Gold Employer status by [Stonewall UK](#) in 2022, reflecting Capgemini UK's acceptance without exception for all LGBT+ people.
- **The Times:** For the fifth year running, Capgemini UK maintained its status as one of the [Times Top 50 Employers for Women](#) in 2021. This list identifies 50 companies that have demonstrated commitment and action to ensure workplace gender equality.
- **WM People:** Capgemini UK was shortlisted in WM People's [2022 Top Employer Awards](#) as an employer that has demonstrated stand-out initiatives to support individuals returning to the workplace after a career break.

For detail of other Capgemini awards, recognition and benchmarks, including our ESG ratings, visit [ESG awards](#).



A photograph of a wind farm with several white wind turbines on a grassy hill under a blue sky with light clouds. The largest turbine is in the foreground on the left, with two others further back. A stone wall and a fence are visible in the lower right foreground.

# ENVIRONMENTAL SUSTAINABILITY

**"I HAVE PUT ACTING ON CLIMATE CHANGE AT  
THE HEART OF OUR GROUP PRIORITIES."**

**Aiman Ezzat**

Chief Executive Officer of Capgemini





# OUR ENVIRONMENTAL SUSTAINABILITY PROGRAMME

Capgemini has been addressing the critical challenge of climate change since 2008, when we set our first carbon reduction targets. Since then, we have significantly reduced our own carbon footprint and focused on developing technology and engineering solutions to enable the transition to a low-carbon future.

While we recognise that the greatest contribution to decarbonisation we can deliver is through supporting clients, we are mindful of our responsibility to drive down our own carbon impacts.

Capgemini is committed to becoming a net zero business, aligned with the new Science Based Target initiative's Corporate Net-Zero Standard. For the detail of our global carbon reduction goals, see our latest [Group Environmental Sustainability Report](#). Beyond our own operations, we have also committed to help our clients save 10 million tons of CO<sub>2</sub>e by 2030.

We have established a 10-point sustainability [transformation roadmap](#) to enable us to achieve our ambitions.<sup>1</sup> Our environmental sustainability programme in the UK delivers this roadmap through action to:

- **Empower our people:** Embedding sustainability principles into our business culture and governance processes, and making carbon a business performance metric.
- **Transform our mobility:** Minimising emissions from business travel and commuting through sustainable hybrid delivery, and making low-carbon options available when travel is necessary.
- **Invest in sustainable operations:** Transitioning our sites to renewable energy contracts, optimising our IT infrastructure, and continuing to minimise waste and improve efficient resource use at our offices, data centres and when working from home<sup>2</sup>.
- **Provide solutions:** Offering services that enable clients to address their sustainability challenges.

We also recognise the urgent need to protect nature. Our [Sustainable Procurement Policy](#) includes environmental considerations such as biodiversity.

<sup>1</sup> For additional detail of our approach, see our [ESG Policy](#), [Environmental Policy](#) and [Carbon Reduction Plan](#).

<sup>2</sup> This includes actions such as adopting circular economy principles to manage workstation equipment reuse and phasing out single-use plastics at our offices and data centres.



# PROGRESS TOWARDS NET ZERO

Reduced travel and temporary office closures during the Covid-19 pandemic, supported by our increased use of renewable electricity and energy efficiency improvements, meant that we far exceeded our 2021 carbon emissions reduction targets. Find reporting of our carbon emissions in our [Environmental Sustainability data](#) (page 22).

## TRANSFORMING TRAVEL

Our team were empowered to work virtually during the Covid-19 lockdowns thanks to our hybrid work model, already established before the pandemic in 2019. During 2021, we accelerated use of this model and of our interactive dashboard that lets our accounts and departments monitor carbon from travel. These advancements help our business maintain reduced carbon emissions. We further underlined the importance of lower emissions by integrating carbon reporting into monthly performance reviews for key business practice areas, and by launching a new global Travel Policy that embeds sustainable thinking into decision-making.

## OFFERING LOWER-CARBON MOBILITY

As part of equipping our team with lower-impact travel options, we made only electric and hybrid vehicles available on our UK company car programme from February 2021. This means that when travel by car is necessary, 80%<sup>2</sup> of our company car drivers now use an electric or plug-in hybrid vehicle. We continued to roll out additional charging points at offices to make it more convenient for employees using electric or hybrid vehicles.<sup>3</sup> By December 2021, almost two-thirds of our offices with car parks had charging points (excluding our more recently acquired legacy Altran offices).

## INVESTING IN NET ZERO OPERATIONS

During 2021, we expanded use of only renewable electricity to the Capgemini offices that we lease. This means that around 95%<sup>4</sup> of electricity use at our offices and data centres is from renewable sources. We are now working to secure renewable energy contracts for our remaining offices (those from our recent Altran acquisition).

Our offices maintained strong environmental and energy management practices, as indicated by [ISO14001](#) and [ISO50001](#) certifications.<sup>5</sup> This included implementing measures to reduce energy use. For example, investments in low-energy LED lighting and temperature management systems improved energy efficiency at our data centres by 13% in 2021.

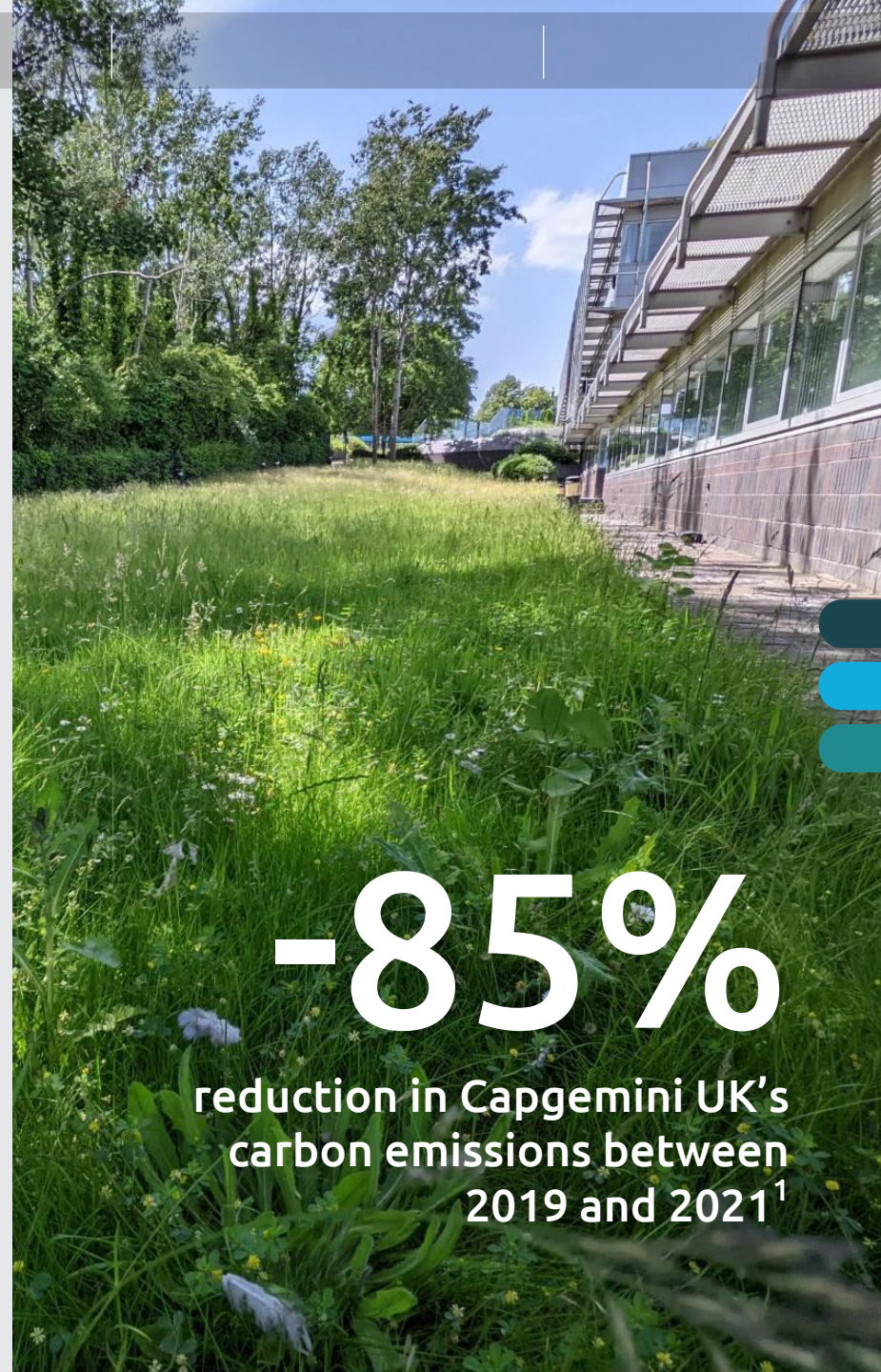
<sup>1</sup>Figure for our total scope 1 and 2 emissions as well as scope 3 emissions from business travel, electricity transmission and distribution losses, water and waste. This figure was heavily influenced by a 90% reduction in business travel CO<sub>2</sub>e emissions between 2019 and 2021, due to the Covid-19 pandemic.

<sup>2</sup>As of April 2022, 397 vehicles in our fleet were electric or plug-in hybrid models, out of a total of around 480 vehicles.

<sup>3</sup>We installed additional electric vehicle charging points at our Inverness, Nairn and Aston offices.

<sup>4</sup>As of December 2021.

<sup>5</sup>All our offices maintain certification, except for our more recently acquired legacy Altran offices. We are currently integrating these Altran offices into our ISO14001 and ISO50001 certifications.



**-85%**  
reduction in Capgemini UK's  
carbon emissions between  
2019 and 2021<sup>1</sup>





209

ideas submitted by  
UK employees to  
accelerate our  
net zero action  
plan in 2021

## UNLEASHING HUMAN ENERGY

To get the sustainable future we want, Capgemini UK looks to empower everyone in our team to support our transition to net zero and to assist clients with their sustainability ambitions. Together, we can unlock the opportunities presented by technology for a low-carbon future.

### SPARKING INNOVATION

In 2021, we launched a crowdsourcing campaign that enabled employees to contribute innovative ideas for our business to become net zero. In total, 209 ideas were received, with employees voting for the best five. The ideas, which ranged from further reducing our digital carbon footprint to ways to encourage uptake of electric vehicles, will help us deliver our UK net zero action plan. We are now working to implement the ideas, through collaboration between the winning team members and vice president sponsors. For example, one team has completed a feasibility assessment to explore installing technology for renewable energy generation at our offices.

### TRAINING AND GOVERNANCE

To accelerate understanding of sustainability among our 12,176<sup>1</sup> UK employees, we released a compulsory training module in June 2021. The training provides the knowledge to empower our team members to support action for a sustainable future. We have already built on this foundation by increasing role-specific sustainability training

through our new virtual learning campus, launched in June 2022.

We also expanded the governance procedures needed to deliver our net zero commitment, announced in 2020. This included establishing two executive governance committees involving 18 senior leaders. These committees support a dedicated working group focused on fast-tracking sustainability action.

### FOSTERING A SUSTAINABILITY CULTURE

Our UK employee sustainability community met regularly to push forward everyday ways for our teams to be climate conscious. The community, which has more than 550 active members<sup>2</sup>, organised events such as a 'Festival of Solutions' where eco start-ups pitched to Capgemini employees. It also facilitated debates on how topics such as the climate crisis can be tackled.

To make eco-friendly action the norm, we began celebrating outstanding employees by recognising their achievements by planting trees through our initiative with social enterprise Ecologi. We work with Ecologi to support reforestation activities in the UK, Madagascar, Mozambique and beyond. During 2021, we helped plant more than 350,700 trees by connecting this initiative to our employee awards and client work.

<sup>1</sup> As of 31 December 2021.

<sup>2</sup> Membership figure as of April 2022.





# CREATING SUSTAINABLE FUTURES FOR CLIENTS

We are assisting clients to become more sustainable by offering services that accelerate each stage of their sustainability and net zero journeys. To deliver positive benefits to the communities where our clients operate, we focus on creating social value through our projects; for example, by establishing local [digital skills education initiatives](#).

## LAUNCHING NET ZERO JOURNEYS

To accelerate our clients' journeys to net zero, we unveiled three new [sustainability services](#) in 2021: net zero strategy and new business models; sustainable operations; and sustainable IT. These services complement our [existing offers](#) which help reduce carbon emissions by enabling businesses to run more efficiently, for example through the use of cloud technology, artificial intelligence, and digital manufacturing.

## MAKING CARBON-TRACKING EASY FOR CLIENTS

We launched our carbon impact calculator in February 2021, providing our teams and clients insights into carbon associated with our projects and services. Enabling low-carbon decision-making and reporting, it is a precision tool calculating both the carbon impact of the project for the client as well as the impact of the delivery team. As of May 2022, around 3,000 key project leaders

globally have been trained in the use of the calculator, and we continue to extend training.

## ADVOCATING FOR UNIFIED CLIMATE ACTION

A small delegation of our senior leaders attended [COP26](#), the 26th United Nations' climate change conference. As key sponsors of the [World Climate Summit](#), the leading forum at COP26 for business and investment-driven solutions to climate change, we advocated for industry-wide collaboration to address systemic challenges. Our Group CEO, Aiman Ezzat, opened the Summit by calling for a revolution among business leaders. Rosemary Stark, our Global Sales Officer, spoke alongside the UK Department for Environment, Food & Rural Affairs at the [Tech for Climate Action](#) event, while our continued partnership with news provider [Tortoise](#) shared climate knowledge with our team and wider community during 2021.

# 3

new client sustainability initiatives launched during 2021



# DIGITAL INCLUSION



**"DIGITAL IS THE WORLD OF TOMORROW, AND  
DIGITAL INCLUSION IS ABOUT CREATING ONE  
WORLD TO AVOID THE SPLIT OF SOCIETY  
INTO TWO CONFLICTING PARTS."**

**Paul Hermelin**  
Chairman of Capgemini



# OUR DIGITAL INCLUSION PROGRAMME

We believe the digital revolution should be an opportunity for all. Basic digital skills are essential to working, receiving medical care, travelling, and staying informed in our modern age. However, the poorest in our society are too often left behind.

As part of our global aspiration to support five million people through our digital inclusion programmes by 2030, Capgemini in the UK focuses on:

- **Equip all with digital skills:** Reducing the digital divide by supporting those who are currently digitally excluded.
- **Open doors to technology careers:** Training people who are disconnected from the job market through our digital academies.
- **Leverage technology to solve societal challenges:** Creating innovative, future-focused solutions that benefit our charity partners and the communities where we live and work.

For data on our programme's scale and results, see our [Digital Inclusion data](#) (page 24).







600+

UK employees support digital skills education initiatives as members of our Digital Inclusion Ambassador Network

## MAKING TECHNOLOGY AN OPPORTUNITY FOR ALL

It's our belief that people should not be limited in work and life by a lack of digital skills, and that the next generation of digital innovators should be supported. By collaborating with expert partners, we offer technology learning opportunities to students in primary, secondary and tertiary education, working-age adults and older members of our communities.

### DEMYSTIFYING TECHNOLOGY CAREERS

*"The Capgemini team opened the doors to careers that our Ark students would never have known about."* – Ark Corporate Team

As access to corporate careers can be challenging for young people from disadvantaged backgrounds, we collaborated with education charity [Ark Schools Group](#). We led a 3-month programme that assisted 29 final-year secondary school students gain the skills needed to explore kick-starting a technology career. Capgemini UK employees ran mock interviews, and shared insights into application processes and career journeys to demystify employment options.

### PROVIDING DIGITAL SKILLS TRAINING

For over 20 years, our partnership with [The Prince's Trust](#) has supported disadvantaged young people across the UK. In 2021, Capgemini UK

team members worked with more than 500 young people, equipping them with employability skills and useful insights into technology careers. We also jointly developed and piloted with The Trust the brand new "Level Up" digital skills training programme. Aimed at 16- to 25-year-olds far from the job market, the programme was piloted with 40 young people who gained valuable perspectives on the skills and qualities required for employment, as well as on the job roles available in the digital sector.

### HIRING FROM UNDERREPRESENTED BACKGROUNDS

In March 2022, we celebrated hiring the 50th graduate from our partnership with [CodeYourFuture](#) which offers individuals from refugee and other disadvantaged backgrounds routes into technology careers. Through our joint programme, we help provide free software engineering training and, during 2021, we sponsored places for 128 trainees. Our people also assisted CodeYourFuture to run four classes in London, Manchester and Birmingham: for example, by providing one-to-one mentoring for trainees. Since joining us, one of our CodeYourFuture graduates, [Madiha Khan](#), was nominated as a finalist in the 2021 [Women in Tech Excellence](#) awards.



# HELPING SOLVE SOCIETAL CHALLENGES

We are committed to strengthening communities across the UK by using technology to solve complicated issues facing people. Our team tackles societal challenges and assists our charity partners to do so too, by supporting them to use technology effectively.

## USING TECHNOLOGY TO ADVANCE HEALTH SUPPORT

To address the lack of available speech and language support in the UK (there is only one registered therapist available for every 147 individuals who have difficulty speaking<sup>1</sup>), we began piloting an app in a clinical evaluation study with University College London that enables individuals to practise their speech therapy. The SpeechFirst app uses artificial intelligence to give feedback and enables individuals to practise wherever they are with the support of a therapist from a remote dashboard. The app was the idea of Holly Brown, a consultant at Capgemini UK, who won Capgemini's global Tech4Positive Futures competition in 2020.

## CREATING NEW COMMUNITY SUPPORT MODELS

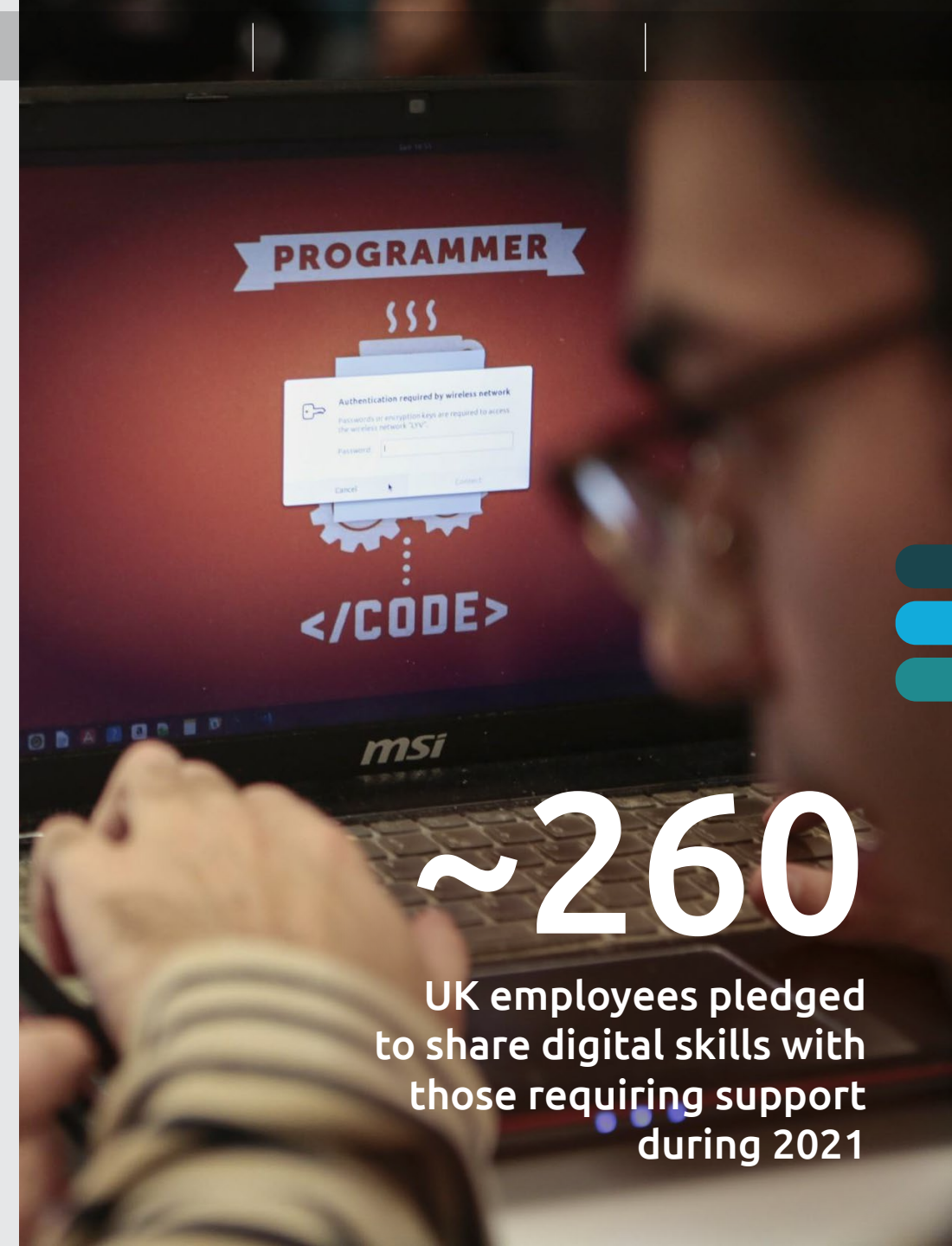
With around 11 million adults in the UK lacking the digital skills needed for everyday life, we deployed an innovative training programme empowering our people to share their digital skills. As of December 2021, more than 675 of our people have attended the programme, which we jointly pioneered in 2020 with social enterprise Digital Unite. The programme inspires people to tackle digital exclusion by teaching basic digital skills to those in need and provides a blueprint for empowering digital champions in any organisation. We have already integrated our skills-sharing capabilities into our client offering, enabling clients to create social value through networks of regional digital champions.

## ASSISTING CHARITIES TO IMPROVE FUNDRAISING

*"The Capgemini team were absolutely amazing – there's no way we could have done this without them and the teamwork was brilliant. They had a direct impact on our ability to raise hundreds of thousands of pounds to support young people."* – Julia Beaumont, Chief Technology Officer, The Prince's Trust

By assisting The Prince's Trust to update the app behind their annual Future Steps fundraising event, we helped enable more people to get involved this year. In total, 18% more people participated in 2021 and wheelchair users were able to take part for the first time this year. With support from senior Capgemini UK employees, junior team members also benefitted from a chance to accelerate their learning by working on the project.

<sup>1</sup> Data from Royal College of Speech and Language Therapists.



**~260**  
UK employees pledged  
to share digital skills with  
those requiring support  
during 2021



A modern office interior with a wooden slat wall, a large purple cylindrical structure, and people in motion. The scene is captured with a long exposure, creating a sense of movement. The wooden wall is decorated with small white cat-shaped ornaments. A large purple cylindrical structure is a central feature, surrounded by green plants. The floor is light-colored, and the ceiling has exposed pipes and lights. The overall atmosphere is bright and contemporary.

"IT IS OUR CONVICTION THAT A DIVERSE, EQUITABLE, AND INCLUSIVE ENVIRONMENT MAKES FOR A MORE RESILIENT, AGILE, AND SUCCESSFUL COMPANY."

**Shobha Meera**

Chief Corporate Social Responsibility Officer

# DIVERSITY AND INCLUSION



# OUR DIVERSITY AND INCLUSION PROGRAMME

Our vision is to be recognised as a truly inclusive organisation, where everybody feels valued, respected, empowered and that they belong. We believe that the combination of diversity and inclusion promotes creativity and innovation.

As a global company, we work to foster a culture of equity, inclusion and respect for everyone – regardless of who they are or where they come from. As women remain underrepresented in the technology sector, we have specific gender goals, globally aiming for women to represent 40% of our workforce and 30% of our executive positions by 2025.

In the UK, we deliver our focus on diversity and inclusion through our Active Inclusion programme. This programme includes action to:

- **Foster an inclusive culture:** Ensuring everyone who works for, or with, Capgemini feels welcome and respected.
- **Develop and hire:** Providing opportunities for talented people from groups that are underrepresented in the technology sector and our business.
- **Accelerate gender equality:** Promoting a gender equal workforce by breaking down barriers faced by women.

Capgemini UK is [Disability Confident](#) certified (level 2) and a signatory to Business in the Community's [Race at Work Charter](#). For data on our performance, see our [Diversity and Inclusion data](#) (page 26).







# 1<sup>st</sup> in the Inclusive Top 50 UK Employers List 2021/22

## STRENGTHENING OUR INCLUSIVE CULTURE

By fostering an inclusive culture, we hope all our team members will thrive. During 2021, with Covid-19 lockdowns requiring the majority of our people to work remotely, one key priority was to ensure our team felt connected and supported.

### PRIORITISING OUR TEAM'S WELLBEING

To help our team feel connected while working from home, we created the Capgemini at Home network – a virtual social channel with over 6,800 members focused on hobbies, family life and wellbeing.<sup>1</sup> We ran over 55 wellbeing sessions for all our UK team where experts discussed topics such as managing anxiety. This was complemented by our Art of Brilliance training sessions, where more than 2,500 employees explored how to be their best selves at work and home. We're proud that the number of our employee volunteer mental health champions doubled during 2021, to 185.

### LISTENING TO OUR PEOPLE AND DATA

When it comes to creating an open, inclusive culture, we challenge ourselves to constantly improve. Two tools help us understand if our diversity and inclusion approach is working for our people. To hear how inclusive employees feel our business is, we run a biannual survey where our global team of over 340,000 employees can anonymously tell us how we're doing. This is supported by our real-time diversity dashboard, which enables monthly monitoring of representation across our business, for example of gender representation in our teams.

<sup>1</sup> Membership figure as of April 2022.

### BUILDING SUPPORTIVE COMMUNITIES

Our employee networks provide places to share experiences and support each other. All team members can join any network. Here's a few highlights from 2021:

- **Armed Forces Network:** Formed in 2020, this community focused on establishing support for armed forces veterans building careers at Capgemini, while sharing the talents they bring.
- **CAPability:** Our ability and caring network shared stories to raise awareness across Capgemini UK on how to be disability and caring inclusive during the challenges of the Covid-19 pandemic.
- **OUTfront:** Our network for LGBT+ employees and allies co-ordinated awareness courses, for example on LGBT+ terminology such as use of pronouns.
- **Race & Equality:** This network guided Capgemini UK's actions to strengthen our anti-racism culture, for example by hosting workshops on bystander intervention.

Our race and LGBT+ reverse mentoring initiative, which connects senior leaders with more junior employees, saw 160 individuals share their experiences with each other and gain career development support in 2021.



# ACCELERATING GENDER EQUALITY

Women are underrepresented in the UK technology sector. We're committed to increase the number of women in our teams and focused on supporting women at all life and career stages. In 2021, around 30% of our UK team members were female and 20% of our UK executives.

## SUPPORTING OUR WOMEN TO SUCCEED

Our Women@CapgeminiUK network plays an important role in guiding our actions to support female team members. In 2021, at the suggestion of the network, we introduced improved support for woman's health. For example, we launched Peppy, an app where employees and their families can access guidance on menopause, fertility and baby loss, with one-to-one support from medical professionals via chat and video calls.<sup>1</sup> To support women in their career development, Women@CapgeminiUK organised guest speaker series, ran webinars and created mentoring circles. It also introduced annual awards that recognise inspiring women across Capgemini UK, with 130 team members nominated.

## INCREASING FEMALE LEADERSHIP

We supported 160 female team members with leadership training from Women on Boards, an external partner that assists career progression by equipping women to take on

non-executive Board and trustee roles. The training, offered to employees at all stages of their careers, was supported with one-to-one CV reviews and check-ins, and resources such as fireside chats and podcasts from Women on Boards. In the first three months of the programme, four women gained external non-executive director roles.

## HELPING RETURNERS THRIVE

Relaunch@Capgemini, our programme supporting those returning to work after a career break, welcomed 16 team members to Capgemini in 2021 (13 women and three men). The programme supports our effort to increase the proportion of women in our business. Since it started in 2017, 88% of hires through the initiative have been female. We were recognised as one of the best companies building bridges into employment by WM People's Top Employer Awards in 2022, where we were shortlisted as Best for Returners.

<sup>1</sup> As the app was well received, we expanded support for male health and wellbeing by launching Peppy Men in March 2022.

<sup>2</sup> In 2021, Mollie Chard and Petya Tencheva won TechWomen100 awards, while Adriana Costache won Software Engineer of the Year at the Women in Tech Excellence Awards.

# 3

UK employees won at the  
**TechWomen100 and Women in  
Tech Excellence awards, which  
celebrate remarkable women<sup>2</sup>**






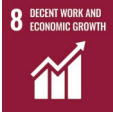



ANNEX






# UN SUSTAINABLE DEVELOPMENT GOALS INDEX

Capgemini's global approach to responsible business is guided by the [United Nations Sustainable Development Goals](#) (SDGs). Here, we list how Capgemini in the UK contributes to the SDGs through our corporate sustainability and responsibility strategy.

GOAL	INFLUENCE THROUGH OUR STRATEGY	EXAMPLES OF ACTION
 <b>4 – Quality Education</b>	Digital Inclusion	Our <a href="#">apprenticeship programme</a> , <a href="#">digital academies</a> with CodeYourFuture and other education outreach initiatives provide access to <i>affordable, quality technical and vocational education</i> (4.3) and help <i>increase the number of youth and adults who have relevant technical and vocational skills for employment</i> (4.4).
 <b>5 – Gender Equality</b>	Diversity and Inclusion	We support the creation of equal opportunities for women within our own organisation and sector as well as wider society through our <a href="#">Diversity and Inclusion programme</a> , helping to <i>ensure women's full and effective participation in economic life</i> (5.5).
 <b>7 – Affordable and Clean Energy</b>	Environmental Sustainability	We support <i>increasing the share of renewable energy in the global mix</i> (7.2) through our commitment to source 100% of electricity from renewable sources for Capgemini-controlled energy contracts and through our work with clients to help integrate renewables into the grid. While we are a relatively small player in the energy market (limiting our potential impact), we contribute to <i>improving energy efficiency</i> (7.3) by reducing our total office <a href="#">energy consumption</a> .
 <b>8 – Decent Work and Economic Growth</b>	Digital Inclusion, Diversity and Inclusion	Capgemini UK is a <a href="#">Disability Confident</a> certified (level 2) employer and, through our <a href="#">Diversity and Inclusion programme</a> , we work to ensure the active involvement of persons with disabilities in our workforce and wider society, contributing to <i>full and productive employment and decent work for all women and men, including for young people and persons with disabilities</i> (8.5). Our work with partners such as <a href="#">The Prince's Trust</a> contributes to <i>reducing youth unemployment</i> (8.6), by assisting young people to gain the skills needed for work.
 <b>9 – Industry, Innovation and Infrastructure</b>	Environmental Sustainability	We <a href="#">work with clients</a> in the public and private sectors to increase their sustainability and resource efficiency, helping to <i>upgrade infrastructure and retrofit industries to make them sustainable</i> (9.4).



# UN SUSTAINABLE DEVELOPMENT GOALS INDEX

GOAL	INFLUENCE THROUGH OUR STRATEGY	EXAMPLES OF ACTION
 <b>10 – Reduced Inequalities</b>	Digital Inclusion, Diversity and Inclusion	Our <u>partnerships</u> with The Prince’s Trust, CodeYourFuture and others contribute to promoting the <i>economic inclusion of all irrespective of race, ethnicity, origin, religion or economic or other status</i> (10.2), by supporting those who are far from the job market to gain the skills and knowledge needed for employment. Our <u>employee networks</u> and continued inclusion education for Capgemini leaders, hiring managers and HR teams also contribute to this target (10.2), by supporting a culture of equality and inclusivity.
 <b>12 – Responsible Consumption and Production</b>	Environmental Sustainability	We support <i>sustainable management and efficient use of natural resources</i> (12.2) through action to improve efficient resource use at our offices, data centres and when working from home, for example by increasing energy efficiency at our sites and adopting circular principles to manage workstation equipment reuse.
 <b>13 – Climate Action</b>	Environmental Sustainability	By offering <u>services</u> that help clients reduce their carbon emissions and raising awareness throughout our workforce, we contribute to <i>improving education, awareness-raising and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</i> (13.3).



# ENVIRONMENTAL SUSTAINABILITY DATA

## CARBON EMISSIONS BY SCOPE<sup>1</sup>

METRIC	DATA SOURCE	UNIT	2019	2020	2021	CHANGE VS 2019	COMMENT
SCOPE 1 EMISSIONS	Natural gas	tCO <sub>2</sub> e	887	840	743	-16.2%	Emissions from natural gas have decreased as a result of reduced office occupancy during the Covid-19 pandemic, as well as temporary office closures and the installation of new, more efficient boilers.
	Diesel	tCO <sub>2</sub> e	30	9	15	-51.6%	Diesel is used for backup generators and typically tracked as part of a routine maintenance schedule. As such, the emissions vary year to year depending on the level of maintenance within that year.
	F-gas	tCO <sub>2</sub> e	101	293	121	19.6%	F-gas emissions are typically tracked as part of a routine maintenance schedule. As such, the emissions vary year to year depending on the level of maintenance within that year.
	TOTAL scope 1	tCO <sub>2</sub> e	1,018	1,142	879	-13.7%	
SCOPE 2 EMISSIONS (MARKET BASED)	Data centre electricity	tCO <sub>2</sub> e	889	762	275	-69.1%	In May 2021, our Rotherham data centre was closed down as part of moving to an asset-light strategy. There was also a £2m refurbishment at our Toltec data centre to increase efficiencies and reduce energy consumption.
	Office electricity	tCO <sub>2</sub> e	1,520	466	172	-88.7%	The emissions decrease from office electricity stems from decreased occupancy of offices during the Covid-19 pandemic, moving more of our sites to renewable energy contracts, consolidating our estate through the closure of a Glasgow office and merging former Altran sites to Capgemini offices, and increased efficiencies gained through LED lighting upgrades and improvements to boilers, chillers, and heating, ventilation, and air conditioning (HVAC) systems in our offices.
	TOTAL scope 2 (market based)	tCO <sub>2</sub> e	2,409	1,229	446	-81.5%	
	Total scope 2 (location based)	tCO <sub>2</sub> e	8,709	7,106	5,831	-33.0%	
SCOPE 3 EMISSIONS	Business travel	tCO <sub>2</sub> e	22,632	4,653	2,273	-90.0%	Travel restrictions as a result of the Covid-19 pandemic are responsible for this significant decrease in emissions. We are also supporting our employees by moving to a flexible, hybrid working model to reduce business travel, providing tools for virtual collaboration, monitoring emissions from business travel and providing infrastructure for electric vehicles.
	T&D losses	tCO <sub>2</sub> e	739	611	516	-30.2%	Decreased emissions from transmission and distribution (T&D) losses occurred as a result of decreased electricity consumption overall. Explanations provided above.
	Water	tCO <sub>2</sub> e	62	35	11	-81.9%	Emissions associated with the consumption and treatment of water have decreased as a result of decreased office occupancy during the Covid-19 pandemic.
	Waste	tCO <sub>2</sub> e	10	18	8	-18.1%	Emissions from the treatment of waste have decreased due to reduced office occupancy during the Covid-19 pandemic.
	TOTAL scope 3	tCO <sub>2</sub> e	23,443	5,317	2,808	-88.0%	
	TOTAL emissions	tCO <sub>2</sub> e	26,870	7,687	4,133	-84.6%	These significant reductions have been driven by the various factors explained above relating to our shift to hybrid flexible working, projects to improve the efficiency of our estate, as well as the impacts of the Covid-19 pandemic (in particular, travel restrictions during the pandemic, as travel made up 84% (market-based approach) of our carbon footprint in 2019).
	Emissions per employee	tCO <sub>2</sub> e	2.59	0.74	0.37	-85.7%	

<sup>1</sup> All data includes both Capgemini and Altran UK entities. In 2020, the acquisition of Altran and its subsidiaries was effective, and we have re-baselined the 2019 data to take into account the increased scope of our operations. As we are in the process of integrating Altran into the wider Capgemini carbon accounting programme, we have had to estimate some data. Assumptions applied to the data have been adjusted for the pandemic where appropriate.



## ESTATE ENVIRONMENTAL INDICATORS

	METRIC	UNIT	2019	2020	2021	CHANGE VS 2019	COMMENT
OFFICES	Total office energy consumption	MWh	17,506.9	14,948.5	13,969.2	-20.2%	The emissions decrease stems from reduced occupancy of offices during the Covid-19 pandemic, moving more of our sites to renewable energy contracts, consolidating our estate through the closure of a Glasgow office and merging former Altran sites to Capgemini offices, and increased efficiencies gained through LED lighting upgrades and improvements to boilers, chillers, and heating, ventilation, and air conditioning (HVAC) systems in our offices.
	Energy consumption intensity	kWh / m <sup>2</sup>	270.55	244.87	239.88	-11.3%	The consumption intensity of our offices was lower compared to previous years as a result of decreased occupancy due to the Covid-19 pandemic, as well as energy efficiency improvements in our site infrastructure.
	% of office electricity from renewable sources	%	65.6%	86.9%	94.5%	44.2%	We continue to move away from fossil fuel generated electricity; our Manchester office was switched to a renewable energy contract in 2021, as were our Bath and Bristol (former Altran) offices.
DATA CENTRES	Power usage effectiveness (PUE)	Average PUE	1.62	1.64	1.68	3.5%	Our PUE increased slightly due to work to overhaul the cooling system in our Toltec Data Centre: efficiency has been increased at Toltec as a result, but more power was required for temporary cooling while the refurbishment was taking place.
		Weighted PUE	1.62	1.66	1.69	3.9%	
	Total data centre energy consumption	MWh	21,559	20,191	17,663	-18.1%	In May 2021, our Rotherham data centre was closed as part of moving to an asset-light strategy. There was also a £2m refurbishment at our Toltec data centre to increase efficiencies and reduce energy consumption.
	% of data centre electricity from renewable sources	%	88.1%	89.1%	95.1%	7.9%	The closure of Rotherham data centre in May 2021 (which was using fossil fuels) has caused the increase in our percentage of data centre electricity that is from renewable sources. Our remaining data centres are on renewable energy contracts.
	TOTAL % of renewable electricity	%	79.7%	88.3%	94.9%	19.0%	See explanations for data centre and office increase in percentage of renewable electricity.
WASTE AND WATER	Waste recycled	tonnes	192.6	111.9	77.6	-59.7%	This decrease was driven by temporary office closures and decreased office occupancy due to the Covid-19 pandemic.
	Waste to energy	tonnes	49.0	56.1	44.1	-10.0%	
	Waste to landfill	tonnes	46.3	31.3	10.7	-76.9%	This decrease was driven by temporary office closures and decreased office utilisation in response to the Covid-19 pandemic. Note, this data has high volumes of estimated waste data that could not be allocated to 'Waste recycled' or 'Waste to energy'.
	Waste others	tonnes	0.0	4.2	0.1		
	TOTAL waste generated	tonnes	287.8	203.6	132.4	-54.0%	This decrease was driven by temporary office closures and decreased office occupancy due to the Covid-19 pandemic.
	TOTAL water use	m <sup>3</sup>	59,176	32,834	26,734	-54.8%	This decrease was driven by temporary office closures and decreased office occupancy due to the Covid-19 pandemic.



# DIGITAL INCLUSION DATA<sup>1</sup>

## PROGRAMME INPUTS

	METRIC	UNIT	2019	2020	2021	COMMENT
EMPLOYEE VOLUNTEERING	% of workforce engaged in volunteering	%	9.3%	7.3%	7.3%	Based on the average headcount throughout the year.
	Total volunteering engagements	no. of engagements	1,065	1,490	1,296	Volunteering engagements excluding pro bono work. During 2020, we saw an increase in ad hoc volunteering for Covid-19-related causes.
	Total volunteering hours	hours	2,638	5,263	2,546	Volunteering hours excluding pro bono work. In 2020 we saw an increase in ad hoc volunteering for Covid-19-related causes resulting in an increase in volunteering hours. In addition, the Tech4Positive Futures challenge resulted in additional volunteering in 2020.
EMPLOYEE FUNDRAISING	Total employee fundraising	£	£75,746	£24,718	£25,242	Total funds raised by Capgemini UK employees for charities including The Prince's Trust. Due to Covid-19-related restrictions, many of our traditional in person fundraising events could not take place in 2020 and 2021.
EMPLOYEE GIVING	Payroll giving	£	£101,632	£116,865	£119,321	Payroll giving is a voluntary donation some of our employees make directly from their monthly pay-check to a charity of their choice.
CORPORATE DONATIONS	Pro bono days	days	329	236	1,438	We have seen a substantial increase in pro bono days in 2021 as we look to increase the impact we make by sharing our digital skills. We worked on an extended project with one of our charity partners.
	Corporate donations	£	180,711	174,303	323,606	In 2021, we extended our partnership with CodeYourFuture, which resulted in an increase in total corporate donations.

<sup>1</sup> All volunteering data refers to activities organised by Capgemini or conducted during working hours.



## PROGRAMME RESULTS

	METRIC	UNIT	2019	2020	2021	COMMENT
DIGITAL ACADEMIES	Digital academy students	No. of students	26	67	128	Students on our digital academy courses with our partner CodeYourFuture (CYF). Students are counted in the year where the majority of their course took place. We have invested in extending our partnership with CYF over the years: we supported one cohort in 2019, while in 2021 we supported four cohorts.
	Digital academy graduates	No. of graduates	21	28	74	Graduates from our digital academy courses with CodeYourFuture counted in the year they graduate. As we have supported more cohorts and students since the start of our partnership in 2019, we have seen an increase in the number of graduates.
	Digital academy graduates hired by Capgemini	No. hires	5	2	41	After graduating from our digital academy course, the students have the opportunity to join Capgemini UK as full-time employees. In 2021, we focused on establishing potential roles throughout our UK business for CodeYourFuture graduates. Some 2020 graduates have been hired, as was possible based on alignment with open vacancies in 2021.
DIGITAL LITERACY	Digital literacy beneficiaries	No. of beneficiaries	250	438	3,490	During 2021, we focused on expanding our impact and supporting a greater number of beneficiaries with necessary digital literacy skills. This was done through establishing new programmes with existing partners, such as The Prince's Trust and CodeYourFuture, as well working with new partners like Business in the Community (BITC) and Digital Unite. We also extended our digital skills commitment to young people in schools.
	Employees completing digital literacy training	No. of employees	not yet available	107	256	In September 2020, we started a partnership with Digital Unite through which we offer all of our employees the opportunity to complete a training course on the concept of digital literacy and digital inclusion.
	Wider education outreach	No. of beneficiaries	6,912	37,394	23,900	Due to Covid-19-related restrictions and school closures we experienced an increase in demand for our education support and outreach programme. We were able to switch to a virtual delivery model and create a number of online offerings. For example, in 2020 we hosted a series of online webinars which attracted more than 650 students.



# DIVERSITY AND INCLUSION DATA

## A FOCUS ON GENDER

	METRIC	UNIT	2019	2020	2021	COMMENT
GENDER BALANCE OF ALL EMPLOYEES	Headcount by gender	% Female	27.8%	28.6%	29.5%	% gender split for all individuals employed during reporting year in Capgemini UK and Sogeti UK
		% Male	72.2%	71.4%	70.5%	
GENDER BY GRADE	Executives	% Female	18.6%	18.8%	19.5%	% split by gender and level for all individuals employed during reporting year by Capgemini UK and Sogeti UK. Based on grade on December 31 of each reporting year.
		% Male	81.4%	81.2%	80.5%	
	Experienced professionals	% Female	26.1%	27.0%	28.2%	
		% Male	73.9%	73.0%	71.8%	
	Entry level	% Female	41.3%	43.1%	42.1%	
		% Male	58.7%	56.9%	57.9%	
RECRUITING	All recruitment by gender	% Female	34.0%	31.2%	31.6%	% of all new hires during reporting year by gender, excluding individuals joining under TUPE (transfer of undertakings (protection of employment)).
		% Male	66.0%	68.8%	68.4%	
PROMOTING	Promotion rate by gender	% Female	16.4%	16.1%	16.3%	% of headcount who received a promotion each year, split by gender.
		% Male	13.5%	13.0%	12.0%	
GENDER PAY GAP	Median pay gap	%	18.0%	17.1%	17.9%	Like most companies within our sector, our pay gap is primarily caused by having fewer women at senior grades or in highly paid technical roles. See our gender pay gap report: <a href="https://capgemini.com/gb-en/insights/research-library/capgemini-uk-gender-pay-gap/">capgemini.com/gb-en/insights/research-library/capgemini-uk-gender-pay-gap/</a>
	Mean pay gap	%	18.7%	18.4%	18.4%	

OTHER KEY DIVERSITY METRICS

	METRIC	UNIT	2019	2020	2021	COMMENT
UPTAKE OF PARENTAL LEAVE	% retention following long-term parental leave	%	98.2%	92.5%	98.0%	% employed by Capgemini UK and Sogeti UK who returned to work after maternity or parental leave and were still employed by Capgemini 10 or more weeks later.
ETHNICITY BY GRADE	Ethnic minority total headcount	% of people	17.5%	18.6%	28.3%	% employed by Capgemini UK and Sogeti UK who identify as Black, Asian, Mixed or Other ethnic groups. Note this is based on average monthly headcount and that 30% of the total number have not disclosed their ethnicity.
	Ethnic minority executives	% of people	12.4%	13.0%	12.7%	
	Ethnic minority experienced professionals	% of people	19.0%	20.1%	28.7%	
	Ethnic minority entry level	% of people	13.8%	14.2%	35.6%	
FLEXIBLE WORKING	Employee view of "My work schedule is flexible enough to balance my family and personal life"	Score out of 10	7.7	8.1	8.0	Question score out of 10, for Pulse survey question "My work schedule is flexible enough to balance my family and personal life" taken in December of each year.



If you have feedback or questions on our approach to responsible business, please contact: [sustainability.reporting.uk@capgemini.com](mailto:sustainability.reporting.uk@capgemini.com)

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- **Integrated Annual Report and Universal Registration Document:** [investors.capgemini.com/en/annual-reports/?fiscal-year=2021](https://investors.capgemini.com/en/annual-reports/?fiscal-year=2021)
- **Global Environmental Sustainability Reporting:** [capgemini.com/about-us/csr/environmental-sustainability/environmental-sustainability-reports/](https://capgemini.com/about-us/csr/environmental-sustainability/environmental-sustainability-reports/)