



Capgemini Environmental Policy Statement for Capgemini Polska Sp. z o. o.

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. Our business activities are delivered from both our own network of offices and data centers as well as at our clients' sites and other remote locations (including employee's home).

This policy statement applies to all offices and data centers managed by Capgemini within Poland, all Poland employees, and suppliers and alliances retained by Capgemini within Poland.

We recognize that our business activities have impacts on the environment and we are committed to continually improving our environmental performance against science-based targets and to working with our clients to help them reduce their environmental impacts. We manage our environmental impacts through the implementation of a global environmental performance management system which is certified to ISO 14001 standards.

We are committed to identifying and complying with all legal and other relevant requirements relating to the environmental impacts of our operations, and to the prevention of pollution through the adoption of appropriate controls.

Specifically, we expect our Poland operations to:

1. Have a full understanding how to quantify and track our environmental impacts (at a minimum, our greenhouse gas (GHG) emissions) in line with our statutory reporting requirements.
2. Identify and implement energy saving initiatives within our portfolio of offices to reduce Poland's energy consumption, support Poland's transition to renewable energy, and help reduce associated GHG emissions.
3. Implement initiatives to minimize travel (and in particular air travel) and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
4. Implement initiatives to reduce the amount of waste we generate, and to maximize the percentage of our waste which is recycled.
5. Have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our Group environmental objectives, particularly in relation to carbon emissions, reducing energy consumption, and minimizing waste.
6. Consider, where possible, the environmental impacts and risks when working with clients, and manage our environmental impacts in accordance with this policy.
7. Consider, where relevant, the environmental impacts of distribution and logistics.

In addition, Capgemini Poland has responsibility to carry out an environmental due diligence process for significant mergers and acquisitions to assess the environmental impacts, performance and potential environmental risks.

We manage the implementation of this environmental policy and our environmental impacts through our global environmental performance management system which is certified to ISO 14001 standards.

Performance against our objectives and targets will be reviewed at least annually and reported publicly in our Annual Financial Report and in any associated Sustainability Reports. This Environmental Policy will be reviewed at least annually.

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Agnieszka Sobuś

Position: Corporate Real Estate Services – Manager

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Ewa Gołębiewska-Krzyżan

Position: Vice President | Country Head of HR

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