

Energy Policy Statement Capgemini UK Plc.

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Our business activities are delivered from our own sites, clients' sites and other remote locations (including employees' homes). This policy statement applies to all sites from which Capgemini operate, all employees and suppliers and alliances retained by Capgemini.

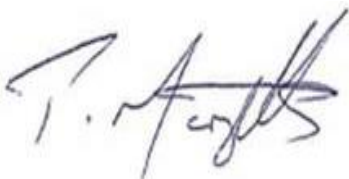
Consumption of energy in our sites accounts for a significant proportion of Capgemini UK's carbon footprint and operating cost. We are committed to responsible energy and carbon management and continually improving energy performance wherever possible.

The objective of this Policy is to provide the direction and support for conserving energy wherever practical and cost-effective, whilst maintaining a comfortable and productive working environment.

We will:

- Set objectives and targets for energy performance, reporting & reviewing progress appropriately.
- Gather and analyse office energy consumption data to identify energy reduction opportunities.
- Implement efficient operation and maintenance of energy consuming plant and equipment, including defined tolerances for office temperatures.
- Include energy efficiency and energy efficient technology as a high priority in the design of all replacement and refurbishment projects.
- Locate servers (client and Capgemini) in data centres rather than in offices wherever possible/practical.
- Encourage and empower employees to directly reduce their own energy consumption in the areas and activities that they control or can reasonably influence, such as lighting, IT and office (including home office) equipment.
- Ensure all Facilities or Site Managers are aware of, and actively manage, energy consumption at their sites.
- In support of the Group's commitment to RE100, we shall continue to purchase renewable energy for all UK sites where Capgemini is responsible for the procurement of energy, wherever practical
- Ensure compliance to all applicable legal requirements and other requirements to which the organization subscribes related to its energy use, consumption, and efficiency.

This Policy will be reviewed at least annually to ensure continued relevance for the business. Signed:



Paul Margetts

Position: Managing Director, Business Unit Head UK

Version: 3.8

Last Review Date: October 2023

Next Review Date: October 2024

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Document owner

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CHANGE HISTORY

VERSION	DATE	KEY CHANGES
1.0	23/01/2009	First version of revised policy statement published.
2.0	01/11/2013	Policy reviewed. Minor amends to the wording of the policy (e.g. inclusions of carbon, reference to legal compliance). Date and distribution list updated.
2.1	13/02/2014	Policy reviewed against requirements of ISO50001
2.2	27/02/2014	Signed by Julie Mangan
2.3	13/01/2015	Annual review undertaken, updated distribution list.
2.4	17/03/2015	Reviewed and agreed by Liz Shimmin and Matt Bradley. Replacements of Kevin Red with Leigh Maire and addition of Cate Hames, Chris Robinson and Hans Reeds. Change of name for Julie Mangan.
3.0	15/07/2015	Extended the scope of the policy to include Sogeti UK and Financial services. Changed sign-off to Paul Margetts.
3.1	25/10/2017	Annual review undertaken, updated distribution list. Minor changes to key stakeholders – changed Leigh Maire to Trevor Brooks and addition of Paul Margetts.
3.2	13/08/2018	Annual review. Date, entities and titles updated
3.3.	20/03/2019	Next review date added under signature
3.4	31/10/2019	Annual Review. No changes made
3.5	08/10/2020	Annual Review. Removed Distribution list. Document owner updated to Chris Hodgson. Document location changed to website link to ensure availability to all stakeholders. Introductory paragraph updated.
3.6	28/10/2021	Annual review. No changes
3.7	14/10/2022	Annual review. No changes
3.8	6/10/2023	Annual Review and changes to include work from home scenario

Document Location : <https://www.capgemini.com/gb-en/insights/research-library/capgemini-energy-policy-statement/>