



Environmental Policy Statement Capgemini UK Plc

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. 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.

We recognize that our business activities have both impacts and opportunities for the environment and we are committed to continually improving our environmental performance against relevant objectives and (science-based targets where feasible) targets and to working with our clients to help them address their environmental impacts.

We are committed to train our employees on the impacts of their work on the environment and regularly consulting with key stakeholders (particularly employees, clients and suppliers) on environmental issues and ensuring our environmental program is responsive to their feedback.

We are committed to fulfilling our compliance obligations relating to the environmental impacts of our operations, including prevention of pollution through the adoption of appropriate controls. Specifically, we expect our UK operations to:

1. Understand our exposure to climate risks within the areas in which they operate and implement initiatives to mitigate such risks.
2. Have a full understanding how to quantify and track our environmental impacts (at a minimum, our greenhouse gas (GHG) emissions) in line with our reporting requirements.
3. Identify and implement energy saving initiatives across our sites to reduce the UK's energy Consumption, support the UK's transition to renewable energy and help reduce and associated GHG emissions.
4. Implement initiatives to minimise travel (and in particular air travel) and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
5. Implement initiatives to reduce the amount of waste we generate, and to maximize the percentage of our waste which is recycled.
6. Have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our environmental policy, particularly in relation to carbon emissions, reducing energy consumption, and minimising waste, by incorporating the principles of zero waste and circularity.
7. Understand exposure of our sites to water stress and water risks within the areas in which they operate and implement water saving initiatives to help reduce UK's water consumption.
8. Understand exposure of our sites to biodiversity risks in the areas in which they operate, and where feasible implement nature positive initiatives to help halt nature loss and contribute to the long-term recovery of nature.
9. Consider, where possible, the environmental impacts, risks and opportunities when working with clients and manage our environmental impacts in accordance with this policy.
10. Consider, where relevant, the environmental impacts of distribution and logistics.

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

Performance against our objectives and targets, together with conformity to our EMS and this Environmental Policy will be reviewed periodically by the UK Sustainability Management Board.

**Environmental Policy Statement
Capgemini UK Plc**

Signed:



Paul Margetts

Position: Managing Director, Business Unit Head UK

Version: 8.3

Last Review Date: October 2023 / Next Review Date: October 2024

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	28/01/2010	Minor amendments (e.g. "CO2" to "carbon", "programme" to "project"). Date and distribution list updated. Footer added.
2.1	29/06/2011	Minor amendments to the wording of the client services statement and reviewed and updated the distribution list.
2.2	02/07/2012	Statement reviewed and distribution list updated. Distribution lists for the sustainability board and SOLT brought in line with the appropriate charters. Key stakeholders updated.
2.3	28/06/2013	Statement reviewed; no changes made. Board and SOLT distribution lists updated.
3.0	18/07/2014	Statement reviewed. Amended to include Capgemini Financial Services UK Ltd.
4.0	15/07/2015	Statement reviewed. Amended to include Sogeti UK. Distribution list removed and placed in a separate document to enable easier review and update. Christine Hodgson changed to Paul Margetts as Chair.
5.0	12/09/2016	Annual review. Date updated on front page.
6.0	14/09/2017	Annual review. Date updated on front page.
7.0	25/10/2017	Changed to new logo and branding
7.1	13/08/2018	Annual review. Date, entities and titles updated
7.2	20/03/2019	Next review date added under signature
7.3	31/10/2019	Annual Review. No changes necessary
8.0	08/10/2020	Annual review, UK Environmental policy statement updated in line with Group Environmental policy statement. Removed Distribution list. Document owner updated to Chris Hodgson. Document location changed to website link to ensure availability to all stakeholders
8.1	28/10/2021	Annual review, UK Environmental policy statement updated in line with Group Environmental policy statement.
8.2	14/10/2022	Annual review, UK Environmental policy statement updated in line with Group Environmental policy statement.
8.3	16/10/2023	Annual review, UK Environmental policy statement updated in line with Group Environmental policy statement.

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