

Carbon Reduction Plan

Supplier name: **Capgemini UK**

Publication date: 31st July 2023

Commitment to achieving net zero

Capgemini is committed to achieving carbon neutrality* by 2025 for our own operations, and across our supply chain by 2030, and to **become a net zero business by 2040**.

Our net zero target has been set in line with the Science Based Target initiative's (SBTi) Corporate Net-Zero Standard and we are committed to achieving a 90% reduction in carbon emissions across Scopes 1, 2 and 3 by 2040 compared to a baseline of 2019.

* While we recognise currently there is debate on the validity of terms like carbon neutrality, we will continue to support the reduction of atmospheric greenhouse gas concentrations through carbon abatement and removal projects.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019
Additional details relating to the baseline emissions calculations
We follow the Greenhouse Gas Protocol Corporate Standard. Emissions have been calculated using the conversion factors recommended by the Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy (formally BEIS). Where specified we have reported "market-based" emissions in line with the GHG Protocol. Scope 1 emissions arise from purchased and landlord supplied gas for space heating, diesel for testing of backup energy generation equipment, and F-gas for use in heating, ventilation and air conditioning (HVAC) systems. Scope 2 emissions arise from purchased electricity and landlord supplied electricity for our offices and data centres. Scope 3 emissions arise from business travel, electricity transmission and distribution losses, waste and water consumption, employee commuting and working from home, third party managed data centres, and upstream transportation and distribution. An explanation for the exclusion of downstream transportation and distribution has been provided below.

Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	995 Natural Gas 882 Diesel 27 F-Gas 71 LPG 15
Scope 2	2,409 (market-based emissions) Data Centre Electricity 889 Office Electricity 1,520
Scope 3 (Included Sources)	34,729 Business Travel 22,632 T&D Losses 580 Water 58 Waste 12 Commuting 9,924 Working From Home 1,314 Third Party Managed Data Centres 204 Upstream Transportation and Distribution 5 <p>Our Scope 3 emissions include the GHG Protocol categories (3) Fuel and energy related activities, (4) Upstream transportation and distribution, (5) Waste generated in operations, (6) Business travel and (7) Employee Commuting.</p> <p>(9) Downstream transportation and distribution emissions are excluded.</p> <p>Explanation: As a provider of technology consulting services, we do not sell or transport products. For this reason, Capgemini does not have Scope 3 emissions associated with downstream transportation and distribution of physical goods.</p>
Total Emissions	38,133

Current emissions reporting

Reporting year: 2022	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	912 Natural Gas 748 Diesel 13 F-Gas 144 LPG 8
Scope 2	237 (market-based emissions) Data Centre Electricity 0 Office Electricity 237
Scope 3 (Included Sources)	14,421 Business Travel 7,819 T&D Losses 358 Water 12 Waste 7 Commuting 1,843 Working From Home 4,257 Third Party Managed Data Centres 119 Upstream Transportation and Distribution 6* <p>Our Scope 3 emissions include the GHG protocol categories (3) Fuel and energy related activities, (4) Upstream transportation and distribution, (5) Waste generated in operations, (6) Business travel and (7) Employee Commuting. (9) Downstream transportation and distribution emissions are excluded. Explanation provided above.</p> <p>*Upstream transportation and distribution emissions make up less than 0.5% of our Scope 3 emissions and are therefore not considered material and not generally reported outside of the requirements of this specific disclosure. To collect accurate data on this emissions category would rely on a level of information and data that is not currently available from our suppliers, therefore estimation is required. We consider using an estimation developed based on 2021 data to be proportionate and reasonable in this instance. We are working to improve the information gathered from suppliers and this year became a member of CDP's supply chain program, which should see us gradually enhance our understanding of our supply chain emissions in the coming years. We hope to include</p>

	updated data for upstream transportation and distribution emissions in future publications of our Carbon Reduction Plan.
Total Emissions	15,570

The data reported above has changed compared to previous reports for the following key reasons:

- I. All data includes both Capgemini and Altran UK entities. The Altran acquisition was finalised in 2020 and 2019 data was re-baselined to ensure Altran was integrated. Initially assumptions and estimations were used for 2019, 2020 and 2021 as full data for Altran was not available. In 2022, we updated a number of these estimations as more accurate information became available.
- II. At the start of 2022, one of Capgemini's data centres was outsourced to become a colocation data centre under third party management. As this data centre is effectively no longer under our operational control, we have moved the emissions data from Scope 1 and 2 into a Scope 3 category for Third party managed data centres. In line with the guidance from the GHG Protocol and the UK Environmental Reporting Guidelines this is considered a structural change and has been made to data for all years to ensure year on year comparability and maintain a constant perimeter.
- III. The employee commuting and working from home emissions have been included. These were calculated using data from an annual survey which provided insight into the distance employees travelled for each mode of transport, the frequency of commuting versus working from home and the energy consumption, and main sources of emissions whilst working from home. The average figures per employee have been calculated in the survey and extrapolated to reflect the total number of employees in Capgemini UK.

Emissions reduction targets

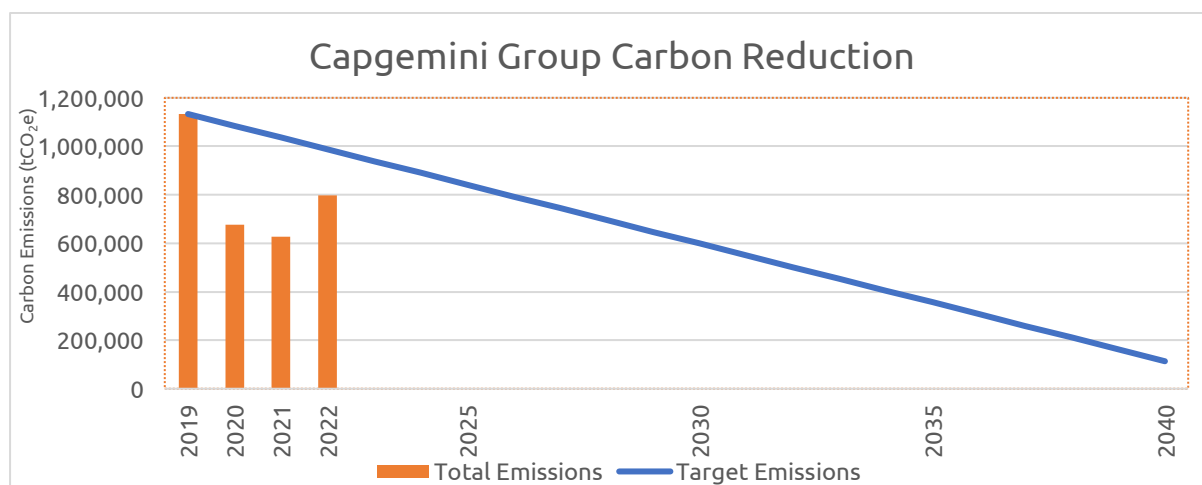
In order to continue our progress to achieving net zero, Capgemini Group has adopted the following carbon reduction targets.

Category	2025 target	2030 target (SBTi near-term target)	2040 net zero target (SBTi long-term target)
Headline targets			-90% absolute
Scope 1 & 2 emissions		-80% absolute	-90% absolute
Scope 3 business travel		-55% per employee	-90% absolute
Scope 3 commuting		-55% per employee	-90% absolute
Scope 3 procured goods and services		-50% absolute	-90% absolute
<i>Supporting targets</i>	<i>100% renewable electricity</i>	<i>100% EV fleet</i>	
<i>Overall emissions</i>	<i>Operational carbon neutral*</i>	<i>Supply Chain carbon neutral*</i>	<i>Net zero</i>

* While we recognise currently there is debate on the validity of terms like carbon neutrality, we will continue to support the reduction of atmospheric greenhouse gas concentrations through carbon abatement and removal projects.

We project that carbon emissions from our global operations will decrease over the next five years to 696,119 tCO₂e by the end of 2028. This is a reduction of 39% against the Group 2019 baseline.

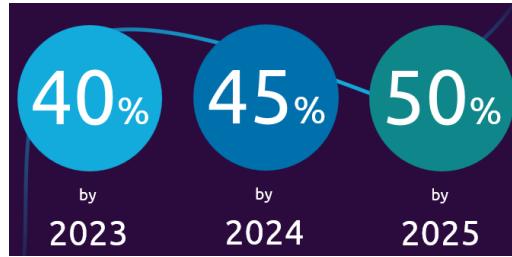
Progress against these targets can be seen in the graph below:



Total emissions shown here are Scope 1 & 2 and Scope 3 emissions including business travel, commuting, working from home, and procured goods and services.

We also set annual targets at country level; in the UK for 2022 the target was an absolute carbon reduction of 45% across scope 1, 2 and 3 emissions from our offices and data centres, business travel, commuting and working from home activities, versus a 2019 baseline, and we achieved a reduction of 59%.

Our UK Country Board has now approved annual targets through to 2025 to achieve a 50% emissions reduction by 2025. For 2023, we have set a target of an absolute carbon reduction of 40%, against our 2019 baseline.



Capgemini UK targets to 2025 include emissions from our offices, data centres, business travel, commuting and working from home.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since 2019. The carbon emission reduction achieved by these initiatives in the UK equates to 22,563 tCO₂e, a 59% reduction in 2022 against our 2019 baseline, and the measures will be in effect when performing the contract.

The below initiatives relate to achievements from 2022, for projects dating back to 2019 please see previous versions of our Carbon Reduction Plan on our [website](#).

Empowering our people

- In April 2022, we embedded carbon as a business performance metric. The UK Country Board approved a carbon budget for business travel for each business area. The performance of each business area was then measured monthly against these budgets, with the results reported back to the Country Board. This facilitated teams across the business to regularly review and discuss performance against their allocated carbon travel budget and made travel carbon reduction requirements quantifiable for each business area.
- We rolled out a new virtual learning campus in June 2022 to educate and engage employees across the company. This campus provides a single destination where employees can reinforce their knowledge on sustainability issues, the company's own corporate commitments and actions, the impact of the IT sector, and the potential impacts of our products and services.

Transforming Travel

- To support our people making sustainable travel choices, in 2022, the UK Sustainability Team developed a playbook to provide practical guidance on how employees can make lower-carbon travel choices and begin to manage a carbon budget.
- As part of equipping our teams with lower-impact travel options, only electric and hybrid vehicles are available on our UK company car programme. As of December 2022, 87% of UK company car drivers use an electric or plug-in hybrid vehicle.
- We also run an annual Global Commuting Survey to provide snapshots of employee commuting and working-from-home behaviours. The results inform action plans and enable decision-making going forward. 2022 was the first time we gathered data on the carbon emissions generated by employees working from home, an important step in understanding the full impact of our hybrid working model.

Investing in net zero operations

- In 2022, we continued to transition our facilities to renewable electricity, focusing on offices acquired through recent acquisitions, resulting in 99% of electricity used in our UK offices and data centres coming from renewable sources as of December 2022.
- Our offices maintain strong environmental and energy management practices, as indicated by ISO14001 and ISO50001 certifications.
- We continued investment to upgrade the energy efficiency of our estate, including projects to install lighting control sensors and LED lighting, to replace less efficient hand dryers, and to improve heating, ventilation and air conditioning (HVAC) systems.

Future carbon reduction initiatives

In the UK, we have created a three-year decarbonisation plan to differentiate ourselves within our sector, building the blueprint for delivering client services with 50% fewer operational emissions by 2025 (versus 2019). The six streams of the decarbonisation programme will be managed by our UK Decarbonisation Board – senior leaders each with the passion to help us drive collective change.



VISION AND SKILLS

RACHAEL NORMANTON

"My stream will focus on designing and agreeing what our Net Zero business will look like in 2040 and the skills we need to get there"



CARBON AS A KPI

MATT WITKISS

"We'll be establishing carbon measures to drive the right decision-making and business performance"



TRAVEL BY DESIGN

RACHEL GREEDY

"I'm passionate about radically reducing carbon from business travel so we'll be driving new standards and behaviours in this area. More info coming shortly..."

UK DECARBONISATION PROGRAMME



SUSTAINABLE COMMUTING

MARTIN SCOTT

"My stream is looking at helping our employees to go to their base location in the most sustainable way"



SUSTAINABLE WORKSPACES

RORY BURGHEES

"My area is all about supporting our employees to decarbonise their home workspaces"



DECARBONISING OUR ESTATE

JULIE MANGAN

"It's vital we decarbonise our buildings to ensure resilience to energy insecurity and climate change – this stream tackles that"

Carbon reduction initiatives planned for 2023 include introducing 'Net Zero Travel Standards' to promote low-carbon options for business travel such as, where relevant, taking trains instead of planes.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



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Paul Margetts, UK Managing Director

Date: 27 July 2023

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>