



CORPORATE RESPONSIBILITY & SUSTAINABILITY

UK PROGRESS UPDATE
2022/23

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ABOUT THIS REPORT

Unless stated otherwise, the data and information in this report covers the corporate responsibility and sustainability activities of Capgemini UK during the calendar year 2022. 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/



OUR APPROACH TO RESPONSIBLE BUSINESS

We leverage technology for the benefit of all – supporting the next generation of digital innovators, building an inclusive culture, and playing our part in tackling the climate and biodiversity crises. There has never been a better time to mobilise technology and unleash human capability to address the challenges facing society.

Our Responsibility and Sustainability Strategy is how we shape positive futures for the planet, our people and society. We focus on three priority areas where we can have the greatest positive impact – environmental sustainability, digital inclusion, and diversity and inclusion – and are guided by the ambitious goals in our [ESG Policy](#). Delivery of our strategy is underpinned by fostering responsible behaviours in our daily business practices, and by policies including our [Group Environment Policy](#), [Human Rights Policy](#) and [Supplier Standards of Conduct](#).

This report provides an overview of our strategy and progress at Capgemini UK during 2022.

OUR RESPONSIBILITY AND SUSTAINABILITY STRATEGY

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

ENVIRONMENTAL SUSTAINABILITY	DIGITAL INCLUSION	DIVERSITY AND INCLUSION
Drive a sustainable transformation across our operations and help our clients meet their environmental goals	Use the skills and passions of our people to bridge the digital divide for a future where technology is an opportunity for everyone	Create a vibrant and inclusive culture where talent representing society in all its diversity are empowered to build meaningful careers

“ Sustainability and inclusivity matter not just for the strength of our business, but to our clients, our people and for the future we want. I am proud to see us turning our ambitions into action, while continuing to place great value on how diverse perspectives spark innovation. ”



PAUL MARGETTS
Managing Director, Capgemini UK

“ The sustainable transformation of Capgemini at the scale and pace we are targeting materially impacts every aspect of how we operate. In 2022, we made considerable progress in our journey towards becoming a more sustainable and, ultimately, a net zero business. At the same time, we maintained our strong focus on building an inclusive, diverse workplace. ”



DR. JAMES ROBEY
Global Head of Environmental Sustainability and UK Responsible Business Lead, Capgemini

HIGHLIGHTS 2022

ENVIRONMENTAL SUSTAINABILITY

Drive sustainable transformation

A List

recognition by CDP maintained for leadership on climate action

97%

of electricity from renewable sources

87%

of our UK company car fleet is electric or plug-in hybrid

DIGITAL INCLUSION

Bridge the digital divide

3,715

individuals gained digital skills through our community outreach initiatives

2,950

hours volunteered by employees to support digital skills education initiatives

490

trainees supported by our free software-developer training since 2019

DIVERSITY AND INCLUSION

Foster a diverse, inclusive culture

Top 2

in the Inclusive Top 50 UK Employers List 2022/23

4,000

members of our Employee Networks, inclusive communities run by employees

5

successful hires from our new internship with Ambitious about Autism

EXTERNAL RECOGNITION

Below are highlights of awards and third-party recognition for our responsibility and sustainability initiatives in 2022 and early 2023. For further detail of other Capgemini awards, recognition and benchmarks, including our ESG ratings, visit [ESG awards](#).

- **Bloomberg:** Included in the [Bloomberg Gender-Equality Index](#), which tracks the performance of public companies committed to transparency in gender-data reporting.
- **CDP:** Part of CDP's [Climate A List](#), recognising our leadership position in taking action on climate change.
- **CDP:** Recognised as a [Supplier Engagement Leader](#) – we're in the top 8% of companies assessed. The rating ranks how effectively companies engage their suppliers on climate change.
- **EDGE Certified Foundation:** Awarded [EDGE Assess](#) and [EDGEplus](#) certifications at a global level, showcasing a strong commitment towards gender and intersectional equity with all its dimensions.
- **edie:** Won [edie's](#) Social Sustainability, Diversity & Inclusion Award in 2023, for our work with CodeYourFuture to open access to technology careers for socially excluded individuals.
- **Ethisphere:** For the eleventh consecutive year, Capgemini was ranked as one of the [World's Most Ethical Companies®](#) by Ethisphere in 2023.
- **EcoVadis:** Platinum rating in our EcoVadis assessment, the highest possible rating. We're in the top 1% of companies assessed.
- **Great Place to Work:** Accredited as a [Great Place to Work™](#), recognising our workplace culture and commitment to our people. Based on our employees' responses, we were listed as a Best Workplace for Women, Best Workplace in Tech, and a Best Workplace for Wellbeing.
- **Green Lease Leaders:** Globally, we were awarded Gold level recognition through the Green Lease Leaders program in recognition of our commitment to increasing environmental performance and sustainability in buildings.
- **Inclusive Companies:** Achieved second place in the [Inclusive Top 50 UK Employers List](#) 2022/23. This assesses companies for best practice on diversity, equality and inclusion.
- **Stonewall:** Awarded Silver Global Employer status by [Stonewall UK](#), reflecting our acceptance without exception for everyone who identifies as LGBT+.
- **The Times:** Maintained our status as a Times Top 50 [Best Employer for Women](#) in 2022 for the sixth year running.
- **West Midlands Combined Authority:** Won the authority's '[Successful Partnership](#)' award in 2023, recognising the impact of our work with CodeYourFuture to improve adult learning opportunities in the West Midlands.





ENVIRONMENTAL SUSTAINABILITY

OUR ENVIRONMENTAL SUSTAINABILITY PROGRAMME

We are committed to becoming a net zero business by 2040 and to developing digital solutions that shape positive futures for our planet and society, as we collectively address the dual climate and biodiversity crises.

In the UK, we continue to accelerate our carbon reduction roadmap across our biggest operational impact areas, which are: energy use at our facilities, business-related travel, emissions from employees working from home and commuting to our offices, and from purchased goods and services. As a Group, our near- and long-term carbon reduction targets are verified by the Science Based Targets initiative as being in line with its Corporate Net-Zero Standard. By 2040, we will achieve a 90% carbon reduction across our Group-wide value chain. See our latest [Group Environmental Sustainability Report](#) for further detail of our strategy and progress.

Given the urgent need to decarbonise, the Group is also taking steps to act beyond our own value chain. We are investing in climate change mitigation measures that have a positive impact for the planet, such as high-quality carbon credit projects (as defined by independent standards). We also partner with clients on their sustainability challenges. We see this as an important way for us to help tackle the climate crisis given that our clients often have carbon footprints significantly greater than our own.

We have established a [10-point sustainability transformation roadmap](#) to enable us to achieve our ambitions.¹ 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 use² at our offices, data centres and when working from home.
- **Provide solutions:** Offering services that enable clients to address their sustainability challenges.

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

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

² By resources, we refer to our procurement, use and – where relevant – disposal of materials and inputs our teams require to do their jobs, from technology equipment and office supplies to electricity and water.



PROGRESSING TOWARDS NET ZERO

During 2022, Capgemini reduced its carbon emissions in the UK by 59% versus our 2019 baseline – exceeding our 2022 UK reduction target of 45%. However, while we continued to successfully deploy our carbon reduction roadmap, it is important to note that Covid-19-related restrictions on travel and office use in early 2022 impacted this annual reduction figure. Find reporting of our carbon emissions in our [Environmental Sustainability data](#) (page 24).

Creating lower carbon client delivery

By reducing emissions from our own operations and delivery, we complete client projects with a lower climate impact, reducing their Scope 3.1 supply chain emissions. In 2022, we developed a detailed carbon reduction plan that guides Capgemini UK's near-term action. Our ambition is to deliver services to our clients with 50% fewer operational emissions by 2025, and we set absolute carbon reduction targets for our UK business of -40% by 2023, -45% by 2024 and -50% by 2025.

We have acted towards delivering these targets. For example, we assigned limits on the amount of carbon each part of our UK business is permitted to generate annually from business travel. Performance against these limits is now monitored monthly, as we embed carbon as a performance metric and work in a lower carbon, hybrid way. We have also deployed our Client Carbon Impact Calculator globally. The Calculator enables our client engagement teams to accurately estimate and report the environmental impact of our projects, facilitating discussions with clients in the UK and beyond.

Efficient, renewable energy use

Around 97% of electricity used at our offices and data centres was from renewable sources during 2022, as we continue to transition energy contracts towards renewable energy. Between December 2021 and 2022, we also improved energy efficiency across our offices by 9% through continued investments at our sites including LED and sensor-controlled lighting, replacing less efficient hand dryers, and improved heating, ventilation and air conditioning systems. Our offices maintained strong environmental and energy management practices, as indicated by the retention of our [ISO14001](#) and [ISO50001](#) certifications.³

Tackling commuting and homeworking emissions

Our companywide Commuting and Homeworking Survey, conducted in 2022, ensured we understand how our carbon footprint has changed due to hybrid working practices and can manage these changes accordingly. The survey gathered data points such as how our people heat and cool their homes, the types of home equipment used daily, and how and when they commute to offices.

One of the ways we have been reducing emissions from commuting is by only offering electric or hybrid vehicles to employees eligible for our company car scheme. As of December 2022, 87% of vehicles in our company car fleet were either electric or plug-in hybrid models. We also introduced a higher employee [reimbursement rate](#) for electric vehicle charging when on business travel, going beyond the UK government's advisory rate to ensure our rate reflects actual costs incurred.

³ All our offices maintain certification, with the exception of two offices which are currently being integrated into our ISO14001 and ISO50001 certifications.



87%

of our company car fleet is electric or plug-in hybrid

UNLEASHING HUMAN ENERGY

Systemic change is needed to tackle the climate and biodiversity crises. This requires us all to be part of transformative action for a sustainable future and we offer ways for our team to get involved – for example, through hackathons, training opportunities, and other locally organised activities.

Upskilling our teams

As of April 2023, over 60% of employees across the Group – around 220,000 – completed the sustainability awareness module on our Sustainability Campus since it launched in June 2022. The Campus provides a single interface where employees can reinforce their knowledge on sustainability issues, our own corporate commitments and actions, and the potential impacts of our products and services. This training, coupled with specialist training programmes such as our [Sustainability Solutions Leadership Development Programme](#), is empowering our people to become the environmental champions, innovators and experts who can develop the solutions we need to tackle climate change and other sustainability challenges.

Innovating to protect biodiversity

A team from the UK was one of the three winners of Capgemini's Group-wide Tech for Positive Futures Challenge. Hundreds of employees globally entered the challenge, working with non-profit partners to develop ideas that address the biodiversity crisis and reduce reliance on the Earth's resources. The UK's '[Project E-Hive](#)' – one of three winning ideas globally – will now develop a data-driven rewilding tool that recommends the best type of seeds to plant in specific locations according to biodiversity needs. This will ultimately support bees and other pollinators to flourish.

Supporting nature

Our people made the space around our Telford office more biodiversity friendly. Employees planted insect and wildlife friendly native plants, allowed the grass to grow long and wildflowers to bloom, and organised regular litter picks in the local neighbourhood near our office. Further south, employees from our Worthing office continued to support local beach clean-ups in 2022 and early 2023.

Globally, by March 2023, we have helped plant over one million trees in the [Capgemini Forest](#). Run through our initiative with social enterprise Ecologi, we used the forest to engage with our teams and partners in a way that highlights the importance of nature. For example, we planted trees in recognition of outstanding employee work, to incentivise employees to complete surveys, and even to replace use of branded goods at a UK partner event.



Project E-Hive
developed by employees using
digital skills to support bees

SHAPING CLIENTS' SUSTAINABLE FUTURES

As one of the world's leading business transformation organisations, we are in the best position not only to reduce our environmental footprint, but also to assist other corporations to deliver their own net zero transitions. As a Group, we aim to help our clients save 10 million tCO₂e by 2030. We help accelerate clients' sustainability journeys, while also offering value for communities through our projects (see page 20 for our [social value approach](#)).

Solving sustainability challenges

Our dedicated sustainability offerings – net zero strategy and new business models, sustainable products and services, sustainable operations and supply chain, sustainable IT, and data for net zero – assisted clients to progress their sustainability journeys during 2022. For example, we developed a sustainable procurement framework so a British luxury fashion house could evaluate its IT suppliers based on industry standards for ethical and sustainable behaviour. We also analysed its organisational performance from an ESG standpoint and defined improvement levers and an action plan. Another example is our work with a British multinational universal bank. We set up a dedicated core team with ESG, data and technology expertise to create an actionable blueprint and execution framework for the bank's groupwide ESG and climate programme. See our [website](#) for detail of all our sustainability services, including our new circular economy and low carbon navigator offerings launched in 2023.

Offering sustainability by default

Many of our digital transformation offerings also help reduce emissions by enabling more efficient resource use. For example, we assisted [Scottish Water](#) to gain real-time access to

operational data, enabling asset optimisation to reduce energy consumption and emissions, among other business benefits.

Our dedicated sustainability specialists, the Sustainable Futures team, ensures Capgemini continually uses its deep expertise to develop solutions for our clients' sustainability-related challenges. We continued focusing on scaling our impact, educating a team of sustainability champions with the aim of having more than 500 consultants working alongside our existing sustainability experts to help clients across the UK and Europe by December 2023. These consultants sit in our wider teams, who in turn continued to assist clients shift to sustainable supply chains, embed circular economy practices, and support the sustainable energy transition during 2022.

Collaborating for change at scale

Joined-up action at pace is critical to tackle the climate and biodiversity crises. To make this a reality, we work with external experts to improve the knowledge and tools available. We are part of the UK [Government Digital Sustainability Alliance Partnership Charter](#), where we collaborate to progress sustainable ICT, including by leading a workstream on Planetary Footprinting. Together with Forum for the Future, in 2022, we [published thought leadership](#) to stimulate debate around how professional service companies can deliver and measure sustainability outcomes for clients, introducing a carbon calculating methodology. Beyond this, the Capgemini Research Institute continued to publish regular sustainability thought leadership during 2022. This included our first [Sustainability Trends](#) report, which shared findings on why sustainability ambition is not translating into action.



500+ client projects delivered globally related to sustainability opportunities in 2022

DIGITAL INCLUSION



OUR DIGITAL INCLUSION PROGRAMME

By using the skills and passions of our people, we are bridging the digital divide to shape a future where technology is an opportunity for everyone. Digital skills have become essential for inclusion in society – for everything from working and travelling to receiving medical care and staying informed.

We believe no one should be limited in life or work by a lack of digital skills. As part of our global aspiration to support five million people through our digital inclusion programmes by 2030, Capgemini in the UK is taking action to:

- **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.

We collaborate with expert community organisations based across the UK to identify how and where our digital inclusion initiatives can have the greatest positive impact. For data on our programme's scale and results, see our [Digital Inclusion data](#) (page 27).



OPENING DOORS TO CAREERS

Digital skills are crucial in today's workplace. We offer learning opportunities to those who lack the skills they need – from everyday abilities such as completing video interviews and online job searches, through to advanced training in coding that opens doors to technology careers.

Transforming livelihoods

Our award-winning partnership with non-profit [CodeYourFuture](#) saw us assist 228 individuals with free training to become software developers in 2022. This training opens doors to employment in the technology sector to individuals from disadvantaged backgrounds who would otherwise struggle to afford tuition or apply for roles. Since 2019, 69% of trainees supported by Capgemini have secured employment offers, with 77 joining Capgemini. Once CodeYourFuture graduates join our team, they access a tailored support system and have excelled – with programme hires typically promoted faster than average.

"Every door seemed to be closed because of my social status, but CodeYourFuture opened one big wide door for me – and changed my life by giving me this opportunity."

[Davinder](#), CodeYourFuture graduate

Upskilling for employment

During 2022, we supported more than 2,300 individuals who are looking for employment with job coaching and employability skills, mock interview practice, CV reviews, and sessions sharing insight into how to enter technology sector careers. By working with a range of community-based organisations, including Business in the Community and CodeYourFuture, we met the differing needs of first-time job seekers as well as more experienced talent. For example, working with The Prince's Trust, we supported more than 757 young people through skills sharing sessions that offer unemployed and underemployed young people a taste of the digital and tech sector, inspiring them to consider related roles.

Enabling informed careers decisions

In 2022, 176 school students aged between 14 and 18 joined us for one-week work experience placements. As well as gaining insight into different technology career paths, students created a portfolio of work ready to use in university or future job interviews. Following the experience, 98% of participants reported that they found the content and learning tasks assigned to them valuable. Around 90% of students who attended were from a state-run school with the programme run virtually to help young people unable to travel to our offices take part.



490

trainees supported by our
free software developer training
since 2019

UNLOCKING POSITIVE FUTURES

We look to create future-focused solutions that benefit our charity partners and the communities where Capgemini and our clients operate. From hackathons and developing new services to the work we do with charities, we engage our people to develop innovative solutions to social and environmental challenges.

Providing basic digital skills support

Around **14 million adults** in the UK lack the basic digital skills needed for everyday life. To help change this, 880 employees volunteered to provide basic digital skills learning support during 2022. We worked with community-based groups across the UK. For example, we collaborated with **AbilityNet** to provide a pathway for Capgemini employees to join the charity's national network of volunteers who help with digital support requests from disabled people and older people in their local communities.

Our internal training, co-created with social enterprise **Digital Unite** in 2020, also continued to provide our people with an understanding of digital exclusion and how to share digital skills. As of December 2022, 570 members of our team have pledged to help share digital skills following this training.

Advancing medical understanding

Approximately 10,000 people in the UK are impacted by Huntington's disease, a neurodegenerative genetic disorder characterised by cognitive decline and behaviour changes. Working with the charity Huntington's Disease Association, we advanced scientific understanding of the condition and expanded the evidence available to support future applications

for publicly funded treatments. A team from Capgemini Engineering **developed a new model** that now allows the charity to chart the impact of Huntington's disease on patients' socio-economic status and quality of life – making it possible to show how investments in therapies that slow the progression of the disease have wider benefits for individuals, their families and communities.

Assisting charities to benefit from digital

Digital innovation can help charities realise efficiencies and drive impact, aiding delivery of quality assistance to local communities. In 2022, we helped **The Prince's Trust** use technology to deliver its mission in several ways. We supported the charity to fundraise by assisting throughout the year with the development of the app behind its **Future Steps challenge**. The Trust was supportive of junior Capgemini team members working on the project alongside senior supervisors, offering our junior talent an accelerated learning experience. As members of The Prince's Trust Technology Delivery Group and its Technology Leadership Group, we also continued to help the charity ensure its digital strategy remains relevant and provided guidance on how to navigate collaborating with the technology sector to support young people.



880

employees volunteered to support digital skills education initiatives in 2022



DIVERSITY AND INCLUSION

OUR DIVERSITY AND INCLUSION PROGRAMME

Our vision is to be recognised as a truly inclusive organisation. This means ensuring representation and inclusion of all forms of identity and diversity – including gender, gender identity, race and ethnicity, nationality, sexual orientation, age, experience and social background, ability or neurodivergence status, religion, and cultural identity.

We adopt key benchmarks to guide our business, such as the [Stonewall Workplace Equality Index](#) for LGBTQ+ inclusion, the [Bloomberg Gender-Equality Index](#) and [Disability Confident certification](#) (level 2), and we are a signatory to Business in the Community's [Race at Work Charter](#). 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 leadership 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 diverse teams:** Attracting, developing and retaining the very best talent.
- **Ensure fair and equitable participation:** Offering a workplace where everyone feels they can thrive in their careers and contribute.
- **Strengthen our inclusive culture:** Providing a safe and open workplace where everyone who works for, or with, Capgemini feels welcome and respected.

For data on our performance, see our [Diversity and Inclusion data](#) (page 29).



OFFERING AN INCLUSIVE CULTURE

Everyone has a role to play in achieving an inclusive culture. That's why embedding diversity and inclusion into daily work is on the agenda from our boardroom through to employee onboarding. In 2022, an important focus was on helping our team feel supported as we strengthened our hybrid ways of working.

Ensuring wellbeing in the workplace

Over 1,000 managers completed training on how to support their teams' mental health and wellbeing, as we took steps to embed the skills needed to support employees working remotely. Hybrid working – where our team can work from home, from the office or, when needed, from client sites – gives employees more flexibility to balance work and life, but it also means that managers may need to adjust how they check-in with team members. To provide a wider cross-company supportive community, we launched a new Employee Network called Talking Heads. The Network, which gained 500 members in its first year, champions mental health and provides access to wellbeing support for employees. We also have more than 160 Wellbeing Champions, volunteer employees trained by mental health charity Mind, who provide support and signposting to our range of support services.

Embedding inclusive ways of working

When it comes to creating an inclusive culture, we challenge ourselves to constantly improve. Hundreds of employees attended our "Inclusion Live" virtual events during 2022, which open crucial conversations in a safe space, with diverse panels and tough questions. Events discussed themes such as invisible disabilities, the importance of allies, representation through diversity data, intersectionality and inclusive language.

By incorporating a deeper focus on inclusion into our new joiners onboarding process, we ensured that employees are aware of our Employee Networks and of support offered through our policies and employee assistance options from the start of their careers at Capgemini.

Expanding our Employee Networks

Our six Employee Networks grew by 10% in 2022, to 4,000 members. These Networks create communities across our business, acting as spaces to share experiences, discuss different viewpoints, and support each other. They also help us progress our diversity and inclusion programme in a way that resonates with a broad range of employees. Here's a few highlights from 2022:

- **Armed Forces Network:** This network continued supporting armed forces veterans to build careers at Capgemini, with two members shortlisted as finalists for the [British Ex-Forces in Business Awards](#) which celebrates ex-military second careers.
- **CAPability:** Our ability and caring network launched a neurodiversity support group which now connects monthly.
- **OUTfront:** Our network for LGBT+ employees and allies coordinated events to spread awareness and understanding, for example by sharing personal experiences to mark Bi Visibility Day.



Top 2
in the Inclusive Top 50 UK
Employers List 2022/23

BUILDING A WORKPLACE FOR ALL

We believe that bringing together diverse teams promotes creativity and innovation, producing value and leading to an inclusive culture to the benefit of all. We continued to take steps to offer a workplace that's open to all and where everyone can succeed.

Prioritising diverse representation

In 2022, 172 employees from diverse ethnic backgrounds took part in our new Ethnicity on Boards programme. The programme offers training in leadership skills and CV support to help participants apply for and gain non-executive Board and trustee roles. Our Race & Ethnicity Employee Network continued to provide a cross-company supportive community, and launched a new subgroup based on employee interests: BlackWomen@Capgemini now works to ensure that Black women at Capgemini continue to feel empowered, supported and celebrated.

"The encouragement, camaraderie and the information we get to hear, share and experience was second to none."

Roshan Chhetry, Ethnicity on Boards participant

Supporting women's tech careers

Capgemini UK successfully achieved EDGE Assess certification in 2022, recognising our strong commitment towards gender and intersectional equity with all its dimensions – such as race and ethnicity, gender identity, sexual orientation, age, nationality, and working with a disability. Continuing to listen to feedback from women via our monthly employee surveys and Women@Capgemini Employee Network, we rolled out

additional support – such as a new suite of Family Policies, introduced from January 2023, which increase support for women and men looking to take parental leave. In 2022, 82 women took part in our Women on Boards development programme for female leaders, with nine participants already securing a non-executive director role by January 2023.

"It's been a fantastic resource in gaining confidence, networking with like-minded colleagues and, most importantly, securing my first Board position."

Katie Neck, Women on Boards participant

Improving neurodiverse inclusivity

The launch of our new four-month internship programme with charity Ambitious about Autism saw us offer permanent roles to five interns. We introduced the programme in 2022 as part of better assisting people with disabilities to gain insight and entry into technology sector careers. Working with the charity, we checked the language used in our internship job descriptions, reviewed the design of assessment centres, set up an intern "buddy" support system, and provided line managers with training to enable them to best support interns. Following this success, we are running the programme again in 2023.





SOCIAL VALUE

COLLABORATING TO CREATE SOCIAL VALUE

As part of our longstanding commitment to building sustainable and inclusive futures for people and our planet, we focus on where we have the greatest potential for positive impact. We are supportive of the UK government's commitment to secure wider social, economic and environmental benefits for local communities through its contracts. The approach is also being adopted by the private sector, and we look for every opportunity to work in collaboration with our clients and others to deliver measurable social value through our client projects.

OUR APPROACH TO CREATING SOCIAL VALUE

1. We create meaningful social impact by tailoring our initiatives to local needs

We collaborate with clients and partners to understand the ambition and opportunity to meet the differing needs of local communities. Projects are based on our expertise and experience, and draw on our understanding of addressing key social issues through collaboration and partnerships.

2. We have invested in a dedicated team who enable us to innovate and deliver successful projects

Our Social Value Hub unites our people with external voluntary community and social enterprise (VCSE) organisations, harnessing the power of collaboration to create local initiatives that deliver genuine, positive impact and quality-of-life outcomes. Our VCSE collaborators provide a direct connection with communities, offering expertise on a wide range of topics including health, disability, wellbeing, education and skills training.

3. We build on a solid foundation of over 15-years' experience delivering impactful inclusion and sustainability programmes

We bring our wealth of expertise, delivery experience and learnings from our digital inclusion, diversity and inclusion, and environmental sustainability programmes to the communities and places where we can make a difference by working with others.

DELIVERING MEANINGFUL SOCIAL VALUE

During 2022 and early 2023, we worked with our clients to deliver social value, including by:

- Improving local digital skills learning assistance in West Cumbria by initiating a project with social enterprise [Digital Unite](#) to create a regional network of local skills-sharing "champions".
- Helping local community members learn digital and employability skills in Telford by supplementing one client contract with more than 2,200 hours of community-based volunteering, as of June 2023.
- Working with the Salford Foundation in Manchester to assist young people from lower socio-economic backgrounds access education and employment opportunities and reach their full potential. So far, we have helped support 387 young people as of May 2023.





In addition, we supplemented our contractual commitments by supporting clients with mutual social value priorities, such as:

- Building an inclusive, diverse technology sector workforce – for example, by presenting at a client's 'Women in Tech' events, where we discussed career journeys, imposter syndrome and other important topics.
- Progressing environmental sustainability efforts – for example, by helping a client map the carbon footprint of their delivery teams to support identification of priority actions to reduce carbon.




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. For further detail of our Group contribution, see our latest [Universal Registration Document](#).

GOAL	INFLUENCE THROUGH OUR STRATEGY	EXAMPLES OF ACTION
 4 – Quality Education	Digital Inclusion	Through our apprenticeship programme , digital academies with CodeYourFuture and other education outreach initiatives, we help provide <i>access to affordable, quality technical and vocational education (4.3)</i> and help increase the number of youth and adults who have relevant technical and vocational skills for employment (4.4).
 5 – Gender Equality	Diversity and Inclusion	We are committed to opening science, technology, engineering, and mathematics (STEM) careers to more women. Through our Diversity and Inclusion programme , we support the creation of equal opportunities for women within our own organisation, our sector and wider society, helping to <i>ensure women's full and effective participation in economic life (5.5)</i> .
 7 – Affordable and Clean Energy	Environmental Sustainability	We are committed to transitioning our own energy supply to 100% renewable electricity by 2025 and through our membership of the RE100, we are a vocal supporter of the acceleration of renewable electricity markets and support our clients in their renewable energy transitions. Through this, we support <i>increasing the share of renewable energy in the global mix (7.2)</i> .
 8 – Decent Work and Economic Growth	Digital Inclusion, Diversity and Inclusion	Through our Diversity and Inclusion programme , we work to ensure the active involvement of persons with disabilities in our workforce and wider society, contributing to full and productive employment and decent work for all women and men, including for <i>young people and persons with disabilities (8.5)</i> . Our work with partners such as The Prince's Trust contributes to <i>reducing youth unemployment (8.6)</i> , by assisting young people to gain the skills needed for work. Capgemini UK is a Disability Confident certified (level 2) employer.
 9 – Industry, Innovation and Infrastructure	Environmental Sustainability	We are committed to working with clients in the public and private sectors to increase their sustainability and resource efficiency, with a target to help our clients save 10 million tons of CO ₂ e. We help them redesign their industrial and supply chain footprint processes, implement best-in-class planning methods to limit material waste, water and energy consumption and CO ₂ emissions in networks. We also promote circular business models through reversible supply chain and manufacturing operating models. In doing so we help <i>upgrade infrastructure and retrofit industries to make them sustainable (9.4)</i> .

UN SUSTAINABLE DEVELOPMENT GOALS INDEX

GOAL	INFLUENCE THROUGH OUR STRATEGY	EXAMPLES OF ACTION
 10 – Reduced Inequalities	Digital Inclusion, Diversity and Inclusion	<p>We promote the inclusion of all kinds of talents irrespective of age, gender, sexual orientation, social background, ethnic origin, disability status, religion, or political beliefs (10.2). Our Employee Networks provide the opportunity for our team of around 13,000 colleagues to get involved in our Diversity and Inclusion programme, while our partnerships with CodeYourFuture, The Prince's Trust and others contribute to promoting the economic inclusion of all, by supporting those who are far from the job market to gain the skills and knowledge needed for employment.</p>
 12 – Responsible Consumption and Production	Environmental Sustainability	<p>We have an impact on advancing resource efficiency and supporting the circular economy, primarily through the decisions on what we buy, how we use, re-use and dispose of resources. We are committed to reduce total waste per employee by 80% by 2030 (baseline year 2019) and to reduce to zero the amount of waste that goes to landfill. At the same time, we support clients in building circularity and sustainable resource management into their business models. Through these actions, we support the <i>sustainable management and efficient use of natural resources</i> (12.2).</p>
 13 – Climate Action	Environmental Sustainability	<p>We contribute to <i>improving education, awareness-raising and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</i> (13.3) by offering services that help clients reduce their carbon emissions and raising awareness throughout our workforce. For example, in 2022, Capgemini Group ran a 'Skill Up for a Sustainable Future' campaign to coincide with Earth Day and launched our Virtual Sustainability Campus.</p>

ENVIRONMENTAL SUSTAINABILITY DATA⁴

CARBON EMISSIONS BY SCOPE

METRIC	DATA SOURCE	UNIT	2019	2020	2021	2022	CHANGE vs 2019	COMMENT
SCOPE 1 EMISSIONS	Diesel	tCO ₂ e	27	11	13	13	-53%	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.
	Natural Gas	tCO ₂ e	882	835	748	748	-15%	Emissions from natural gas have reduced since 2019 due to the shift to hybrid working and installation of more efficient boilers.
	F-gas	tCO ₂ e	71	162	64	144	101%	F-gas emissions are typically tracked as part of a routine maintenance schedule and vary year-to-year.
	Liquefied Petroleum Gas (LPG)	tCO ₂ e	15	8	9	8	-49%	LPG is used in one of our recently acquired sites (belonging to subsidiary Cambridge Consultants), hence was not previously reported. LPG consumption is not consistent year-on-year and reported only when purchased.
	TOTAL scope 1	tCO₂e	995	1,016	834	912	-8%	
SCOPE 2 EMISSIONS (MARKET BASED)	Data centre electricity	tCO ₂ e	889	762	294	0	-100%	In May 2021, our Rotherham data centre was closed as we move to an asset-light strategy. There was also a £2m refurbishment at our Toltec data centre to increase efficiencies and reduce energy consumption. The Toltec data centre has a 100% renewable electricity supply for which there are no associated carbon emissions, hence zero emissions in 2022.
	Office electricity	tCO ₂ e	1,520	466	457	237	-84%	The emissions decrease stems from reduced occupancy of offices during the Covid-19 pandemic, moving more of our sites to renewable electricity contracts, consolidating our estate and merging former Altran sites with Capgemini offices, as well as increased efficiencies gained through LED lighting upgrades and improvements to boilers, chillers, and heating, ventilation, and air conditioning systems.
	TOTAL scope 2 (market based)	tCO₂e	2,409	1,229	751	237	-90%	
	Total scope 2 (location based)	tCO₂e	6,835	5,422	4,574	3,916	-43%	
SCOPE 3 EMISSIONS	Business travel	tCO ₂ e	22,632	4,653	2,273	7,819	-65%	We have introduced initiatives to reduce business travel emissions, including moving to a flexible, hybrid working model, providing tools for virtual collaboration, monitoring emissions from business travel and providing infrastructure for electric vehicles. The increase in emissions in 2022 has been a result of the lifting of restrictions from the pandemic and the drive to reconnect in-person.
	Commuting & working from home	tCO ₂ e	11,238	6,443	5,269	6,100	-46%	As working from home is not without emissions, we have developed a methodology to assess these emissions and can now include them in our commuting emissions. We will periodically survey our employees to calculate working from home emissions and monitor the trend in conjunction with emissions from employee commuting.
	Transmission & distribution (T&D) losses	tCO ₂ e	580	466	405	358	-38%	Decreased emissions from T&D losses occurred as a result of decreased Scope 2 electricity consumption overall. Explanations provided above.
	Water	tCO ₂ e	58	33	11	12	-80%	Emissions associated with the consumption and treatment of water have decreased as a result of decreased office occupancy during the Covid-19 pandemic and our move to a hybrid working model.
	Waste	tCO ₂ e	12	18	7	7	-40%	Emissions associated with the consumption and treatment of waste have decreased as a result of decreased office occupancy during the Covid-19 pandemic and our move to a hybrid working model.
	Third party data centres	tCO ₂ e	204	285	191	119	-42%	At the start of 2022, one of Capgemini's UK 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. See footnote on page 26.
	TOTAL scope 3	tCO₂e	34,724	11,898	8,155	14,416	-58%	
	TOTAL emissions	tCO₂e	38,128	14,142	9,741	15,565	-59%	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	tCO₂e	3.68	1.35	0.87	1.19	-68%	

OUR APPROACH TO RESPONSIBLE BUSINESS	ENVIRONMENTAL SUSTAINABILITY		DIGITAL INCLUSION		DIVERSITY AND INCLUSION		SOCIAL VALUE		ANNEX
ESTATE ENVIRONMENTAL INDICATORS									
	METRIC	UNIT	2019	2020	2021	2022	CHANGE vs 2019	COMMENT	
OFFICES	Total office energy consumption	MWh	17,586	14,987	14,838	15,293	-13%	The emissions decrease stems from reduced occupancy of offices during the Covid-19 pandemic and hybrid working model, moving more of our sites to renewable electricity 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 systems.	
	Energy consumption intensity	kWh/m²	292.37	255.80	264.09	241.61	-17%	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	%	66%	87%	86%	94%	43%	We continue to move away from fossil fuel generated electricity; our Abingdon, Ashby, Warrington and Worthing offices were switched to renewable electricity contracts in 2022.	
DATA CENTRES	Leased data centres Power usage effectiveness (PUE)	PUE	2.02	2.03	2.11	1.99	-1%		
	Leased data centres Total data centre energy consumption	MWh	14,176	12,940	10,930	9,195	-35%	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.	
	Leased data centres % of data centre electricity from renewable sources	%	82%	83%	91%	100%	22%	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 Toltec data centre is on a 100% renewable electricity contract.	
	Third party managed data centres Power usage effectiveness (PUE)	PUE	1.22	1.25	1.24	1.15	-6%		
	Third party managed data centres Total data centre energy consumption	MWh	7,383	7,251	6,786	6,478	-12%	The reduction is due to decreased server usage and the removal of some of the IT equipment in these data centres.	
	Third party managed data centres % of data centre electricity from renewable sources	%	100%	100%	100%	100%	0%	Our one third party managed data centre, Merlin, is on a 100% renewable electricity contract.	
	TOTAL % of renewable electricity	%	80%	88%	92%	97%	22%	Includes offices, leased data centres and third party managed data centres.	
WASTE AND WATER	Waste recycled	tonnes	195	113	81	108	-45%	Decrease driven by reduced office occupancy due to the Covid-19 pandemic and our move to a hybrid work model.	
	Waste to energy	tonnes	139	56	44	56	-60%		
	Waste to landfill	tonnes	46	31	10	7	-84%	Decrease driven by reduced office occupancy due to the Covid-19 pandemic and our move to a hybrid work model. 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	-	4	0	-			
	TOTAL waste generated	tonnes	380	204	135	171	-55%	Decrease driven by reduced office occupancy due to the Covid-19 pandemic and our move to a hybrid work model.	
	TOTAL water use	m³	54,854	31,356	25,131	27,803	-49%	Decrease driven by reduced office occupancy due to the Covid-19 pandemic and our move to a hybrid work model.	

⁴ The data reported above has changed compared to previous reports for the following key reasons:

- 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.
- 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. Third Party Managed Data Centre waste and water usage for all years has been removed from the waste and water table as well.
- Employee commuting emissions have been included for the first time. 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.



DIGITAL INCLUSION DATA⁵

PROGRAMME INPUTS

	METRIC	UNIT	2020	2021	2022	COMMENT
EMPLOYEE VOLUNTEERING AND FUNDRAISING	% of workforce engaged	%	7.3	7.3	9.9	Based on the average headcount throughout the year. Data includes employee volunteering as well as fundraising in support of our key charity partners.
	Total volunteering engagements	no. of engagements	1,490	1,296	1,618	Volunteering engagements excluding pro bono work.
	Total volunteering hours	hours	5,263	2,546	2,952	Volunteering hours excluding pro bono work. In 2020, we saw an increase in ad hoc volunteering for Covid-19-related causes.
	Total employee fundraising	£	24,718	25,242	62,224	Total funds raised by Capgemini UK employees for charities including The Prince's Trust. Following the Covid-19 pandemic, we saw the return of The Prince's Trust Palace to Palace event, through which employees raised over £37,000 in 2022.
EMPLOYEE GIVING	Payroll giving	£	116,865	119,321	151,916	Payroll giving is a voluntary donation some of our employees make directly from their monthly salary to a charity of their choice.
CORPORATE DONATIONS	Pro bono days	days	236	1,438	1,174	We have seen an increase in pro bono days in 2021 and 2022 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 in 2021, which continued into 2022.
	Corporate donations	£	174,303	323,606	405,607	Total corporate donations from our social impact programme and, for 2022, including a more robust view of wider donations across the business due to improved governance and tracking.

⁵ All volunteering data refers to activities organised by Capgemini or conducted during working hours.

PROGRAMME RESULTS

	METRIC	UNIT	2020	2021	2022	COMMENT
DIGITAL ACADEMIES	Digital academy students	No. of students	67	128	228	Students on our digital academy courses with our partner CodeYourFuture. Students are counted in the year where the majority of their course took place. We have invested in extending our partnership with CodeYourFuture over the years: we supported one cohort in 2019, while in 2022 we supported four cohorts.
	Digital academy graduates	No. of graduates	28	74	76	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 also seen an increase in the number of graduates.
	Digital academy graduates hired by Capgemini	No. hires	3	42	27	After graduating from our digital academy course, the students have the opportunity to join Capgemini UK as full time employees. Note that we have updated our reporting for 2020 and 2021 due to improved integration of updated talent data.
DIGITAL LITERACY	Digital literacy beneficiaries	No. of beneficiaries	438	3,490	3,715	During 2022, we continued our digital literacy programmes run with partners, many of which were established in 2021 to expand our impact. We also continued extending our digital skills commitment to young people in schools.
	Employees completing digital literacy training	No. of employees	107	256	295	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	37,394	23,900	28,000	As Covid-19 pandemic restrictions eased, we have been able to rebalance how we deliver our education support and outreach programme. We continue to run support sessions online for larger groups, but have reinstated smaller in-person gatherings that offer a more personal learning experience.

DIVERSITY AND INCLUSION DATA⁶

A FOCUS ON GENDER

	METRIC	UNIT	2020	2021	2022	COMMENT
GENDER BALANCE OF ALL EMPLOYEES	Headcount by gender	% Female	28.6%	29.5%	31.0%	% gender split for all individuals employed during reporting year in Capgemini UK and Sogeti UK.
		% Male	71.4%	70.5%	69.0%	
GENDER BY GRADE	Executives	% Female	18.8%	19.5%	21.7%	% 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	81.2%	80.5%	78.3%	
	Experienced professionals	% Female	27.0%	28.2%	28.8%	
		% Male	73.0%	71.8%	71.2%	
	Entry level	% Female	43.1%	42.1%	43.3%	
		% Male	56.9%	57.9%	56.7%	
RECRUITING	All recruitment by gender	% Female	31.2%	31.6%	35.5%	% of all new hires during reporting year by gender, excluding individuals joining under transfer of undertakings (protection of employment).
		% Male	68.8%	68.4%	64.5%	
PROMOTING	Promotion rate by gender	% Female	16.1%	16.3%	18.8%	% of headcount who received a promotion each year, split by gender.
		% Male	13.0%	12.0%	13.0%	
GENDER PAY GAP	Median pay gap	%	17.1%	17.9%	17.3%	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: https://www.capgemini.com/gb-en/resources/capgemini-uk-gender-pay-gap/
	Mean pay gap	%	18.4%	18.4%	18.3%	

⁶ Note, in alignment with our Gender Pay Gap reporting, data does not include our Cambridge Consulting practice or financial services division.

OTHER KEY DIVERSITY METRICS

	Metric	Unit	2020	2021	2022	Comment
UPTAKE OF PARENTAL LEAVE	% retention following long term parental leave	%	92.5%	98.0%	98.9%	% 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	18.6%	28.3%	27.8%	% 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	13.0%	12.7%	14.6%	
	Ethnic minority experienced professionals	% of people	20.1%	28.7%	27.4%	
	Ethnic minority entry level	% of people	14.2%	35.6%	36.2%	
FLEXIBLE WORKING	Employee view of “My work schedule is flexible enough to balance my family and personal life”	Score out of 10	8.1	8.0	8.5	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.

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- **Group Integrated Annual Report and Universal Registration Document:**
investors.capgemini.com/en/annual-reports/?fiscal-year=2022
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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 organisation of nearly 350,000 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, fuelled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2022 global revenues of €22 billion.

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