

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 our network of offices, clients' sites, and other remote locations (including employees' homes).

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

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 targets (science-based targets where feasible) and to working with our clients to help them reduce their environmental impacts.

We are committed to train our employees on the impacts of their work on the environment and regularly consult 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, and to the protection of the environment, including prevention of pollution through the adoption of appropriate controls.

Specifically, we expect our Poland operations to:

1. Understand our exposure to climate risks within the areas in which we operate and implement initiatives to mitigate such risks.
2. Have a full understanding of 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 Capgemini Poland's energy consumption, support Capgemini Poland's transition to renewable energy, and help reduce associated GHG emissions.
4. 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.
5. Implement initiatives to reduce the amount of waste we generate and maximize the percentage of our waste which is recycled, by incorporating the principles of zero waste and circularity.
6. 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 Capgemini Poland's water consumption.

7. 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.
8. 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 and water consumption, reducing our biodiversity impact, and minimizing waste by embracing the principles of circularity.
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.

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 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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