



Environmental Policy

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VERSION	AUTHOR	DATE	DESCRIPTION	REVISED BY	APPROVED BY
0.1	Inez Agoas	28-10-2021	Initial version of the EMS Environmental Policy	Ana Aldeias (29-10-2021)	Ana Aldeias (29-10-2021)
1.0	Business Centre	2-11-2021	Final Version	Inez Agoas (02-11-2021)	N/A
1.1	Ana Aldeias	08-11-2021	Final revision and issuing of final version for approval and signature	Ana Aldeias (10-11-2021)	Cristina Rodrigues (11-11-2021)

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Capgemini Portugal Environmental Policy Statement

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. Our business activities are delivered from both our own network of offices and data centers as well as at our clients' sites. As we emerge from a pandemic with a totally atypical reality it is also important to reflect on the new work models which will influence and impact the way we work. With the Group's New Normal program, we are continuing to reinvent the way we work. We want to be at the forefront of developments in agile workplaces, with approaches which allow flexibility and choice for us as individuals, while responding to the needs of our clients and our business.

More flexible working practices can enhance work-life balance; support diversity and inclusion in our workplace; allow us to respond to our clients' needs in a more agile ways; attract and retain the best talent; and support our sustainability goals.

This policy statement applies to all offices and data centers managed by Capgemini Portugal, SA., all employees of such entities, and suppliers retained by such entities. We recognize that our business activities have impacts on the environment and we are committed to continually improve our environmental performance and to work with our clients in helping them reduce their environmental impacts.

We are committed to regularly consult with key stakeholders (particularly employees, clients and suppliers) on environmental issues and ensure that our environmental program is responsive to their feedback. We manage our environmental impacts through the implementation of a global environmental performance management system which is certified to ISO 14001 standards.

We are committed to identifying and complying with all legal and other relevant requirements relating to the environmental impacts of our operations, and to the prevention of pollution through the adoption of appropriate controls.

To reach our targets we have defined a set of five guiding principles:

- **Continual Improvement** - In our sphere of influence, we use the best practices available in the environmental field in a spirit of continuous improvement, while always seeking to be above ours and our customers expectations, in all aspects of the services we design, implement and manage;
- **Customer Satisfaction** – Within the spirit of collaboration that we establish with our customers, we seek to help them achieve tangible results efficiently and sustainably, based on assessing the environmental impacts, performance and potential environmental risks
- **Employee Satisfaction** – Continuous development and a preference for sustainable practices are fundamental values for Capgemini Portugal, to keep its employees motivated and supported;
- **Partnerships** – We have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our environmental objectives, particularly in relation to carbon emissions, reducing energy consumption, and minimizing waste;
- **Environmental legislation** – Compliance with applicable environmental legislation, locally, nationally and internationally, and other requirements that the organization subscribes to (eg: Rule Book, regulations, etc.);
- **Internal Training** – We consider the adverse environmental impacts of our organization and develop training and internal awareness programs in order to leverage and create greater consciousness among employees on these issues;

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- **Monitoring** – We establish key performance indicators that allow us to monitor and evaluate progress.

The commitment to the development of a sustained and sustainable activity is reflected in the creation and development of concrete projects, that we apply in a holistic way within the organization through the:

- Control of the environmental impacts that result directly or indirectly from our activity, giving priority to measures that prevent and reduce the production of waste and the consumption of energy;
- Assessment and continuous improvement of its environmental performance;
- Influence that we exercise on our customers, partners, suppliers, employees and subcontractors
- Implementation of initiatives to minimize travel (in particular air travel) and associated GHG emissions, without disrupting our ability to meet the demands of our clients.

Performance against our objectives and targets, together with conformance to our EMS and this Environmental Policy will be reviewed periodically by the Capgemini Sustainability Board within Portugal.

November 2021.


CAPGEMINI PORTUGAL
Serviços de Consultoria e Informática, S.A.
A Administração

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