



## North America Region Supplier Diversity Policy

Capgemini is committed to the inclusivity and support of diverse suppliers. We recognize that the utilization of diverse suppliers has a positive and direct impact on the communities and clients we serve, our own success, and the industry as a whole.

Capgemini has implemented a supplier diversity policy to promote the use of diverse suppliers. This includes setting goals for increasing diverse supplier spend, being active in diverse supplier organizations and supporting the growth of diverse suppliers in our network. In part, Capgemini is a corporate member of the following supplier diversity focused organizations:

Canadian Aboriginal and Minority Supplier Council (CAMSC)

National LGBT Chamber of Commerce (NGLCC)

National Minority Supplier Development Council (NMSDC)

National Veteran-Owned Business Association (NaVOBA)

WEConnect International

Women's Business Enterprise National Council (WBENC)

As a part of our commitment to higher engagement of diverse suppliers, Capgemini tracks our diverse supplier spend and sets goals around maintaining and improving it. We uphold a database of our suppliers' diversity certifications. Capgemini will track diverse spend including, but not limited to women-owned, minority-owned, lgbt+ owned, all classifications of veteran-owned, disabled-owned and small businesses. Procurement is continually reevaluating our goals to continue the growth of our supplier diversity program.

While Capgemini itself is not a certified diverse supplier, we provide diverse suppliers with an equal opportunity to respond to any RFI or RFP.

Capgemini requires all suppliers to abide by our "Supplier Standards of Conduct." This document enumerates Capgemini's ethical values and holds its suppliers accountable for complying with the same principles. The Supplier Standards of Conduct specifically states:

### **ARTICLE 1.5 Equality, Diversity and Inclusion**

Supplier will not discriminate in hiring, compensation, access to training, promotion, and termination of employment or retirement on grounds of social, cultural, ethnic or national origins, religious or other beliefs, caste, gender, marital status, pregnancy status, sexual orientation, disability, age, and trade union membership. Suppliers should promote diversity and inclusion.

Full text can be found here: [Capgemini Supplier Standards of Conduct](#)

Capgemini's Supplier Diversity Program receives the executive sponsorship of CEO Americas Jim Bailey and Vice President Americas CPO Vitold Horodecki.

For any questions pertaining to supplier diversity, please contact:  
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