DIVERSITY & INCLUSION:
FOCUS ON ACCELERATING GENDER PARITY

Unleashing human energy through technology for an inclusive and sustainable future.
Capgemini’s Diversity & Inclusion ambition is to progress towards a more diverse, equal, and inclusive work environment.

Our definition of diversity encompasses all personal attributes, such as sex and gender identity, age, race/ethnicity or nationality, sexual orientation, ability status, social origin, cultural identity, ideologies, working methods, skills and experiences…

We value the differences and uniqueness of our people, while cultivating our commonalities, to ensure a safe, open, and collaborative environment, where all individuals feel valued and can contribute to the success of the Group.

We are breaking barriers to better futures and towards more inclusive tech, starting by accelerating gender parity

**OUR DIVERSITY AND INCLUSION COMMITMENTS**

01 **Be a destination company where all talent can thrive**

02 **Offer a safe workplace with equal opportunities to all**

03 **Strengthen an inclusive culture, engaging all our workforce**

04 **Make Tech and Consulting an opportunity for local communities and broader society**

**OUR TARGETS**

40% of women in our workforce by 2025

30% of women in executive leadership positions by 2025

20% of underrepresented minorities in the US workforce by 2025

**Our key affiliations**

**UN Sustainable Development Goals**
INCREASE REPRESENTATION OF WOMEN ACROSS OUR ORGANIZATION

**IN THE WORKFORCE**

- **37.8%**
  - Women in our teams
  - (2% annual average increase since 2017, one of the fastest evolving in our industry)

**IN CLIENT FACING AND CORE TECH ROLES**

- **37%**
  - Women in revenue producing roles

- **35%**
  - Women in STEM related positions (IT and Engineering)

**AT BOARD LEVEL**

- **42%**
  - Women in Board of Directors

**IN MANAGEMENT**

- **27.2%**
  - Women at managerial level
  - **44.7%**
  - Women in non managerial roles

- **24.4%**
  - Women in executive leadership/ senior management positions
  - **20.4%**
  - Women in middle management positions

Data cut: 31/12/2022
### DEVELOP EQUAL OPPORTUNITIES TO THRIVE

#### JOIN

| 39.8% | Gender mix within joiners |

#### GROW

| 31.4% | Women in VP inflow (newly hired or promoted Vice Presidents) |

#### GET Rewarded

| Equal pay for equal work |
| Considered in annual pay planning, recruitments, and promotions |

#### FLEXIBILITY

| Global | Flexible and hybrid work policy |

#### PARENTAL LEAVE POLICIES

| 23 weeks | Average number of fully paid weeks for primary parent |
| 2 weeks | Minimum number of fully paid weeks for secondary parent |

#### INCLUSIVE BENEFITS

| More inclusive benefits |
| Healthcare and wellbeing programs considering all types of families and carers including return from maternity leave support, childcare facilities, lactation rooms, fertility schemes |

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Our global recognitions

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**8.1/10**
Average score on Diversity & Inclusion in our global employee survey in 2021

**24/7**
Availability of our SpeakUp hotline to report any concern or risk

**Mandatory**
Annual training module on Anti-sexual harassment

**Inclusion Circles**
Open conversations on D&I topics led by voluntary managers

**Embark All in Our Cultural Shift**

**From Day 1**
D&I trainings embedded in the on-boarding path.
Specific pathways available on demand on our NEXT learning platform

**97%**
VPs attended a workshop on Unconscious Bias Module. Topic included in all flagship programs

**Women@Capgemini network**
One of our global Employee Resource Groups, with local and professional chapters (Women In Sales, Women in Cyber, Women in Delivery…)

**Global EDGE+ certification**
obtained for our achievements in gender balance and inclusion for all (gender identity, age, sexual orientation, nationality, ability status)

**Listen from Our Employees**

Data cut: 31/12/2022
About Capgemini

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 every day by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization 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, fueled 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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