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Capgemini named 'Employer of the Year' for LGBTQ+ Inclusion at Australian Workplace Equality Index (AWEI) Awards

Capgemini scoops a number of recognitions for its inclusive culture at national benchmark awards

Sydney, July 13, 2021 – [Capgemini](#) today announced that it has been named 'Employer of the Year' and retained its Gold Employer status for the second year at the 2021 Australian LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer) Inclusion Awards. Capgemini was also awarded Employee Network of the Year and the Inclusion of Trans and Gender Diverse Employees Award at the event. In addition, Steph Sands, Head of Diversity and Inclusion at Capgemini in Australia, was also recognised as the 2021 Out Role Model of the year.

The Australian Workplace Equality Index (AWEI) stands as the definitive national benchmark on LGBTQ+ workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture. The AWEI drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors.

"We are incredibly proud to be recognised as Employer of the Year at the 2021 Australian Workplace Equality Index (AWEI) Awards. At Capgemini, we believe that our commitment to building a truly diverse and inclusive culture is one of the things that underpins our success. We have made good progress through OUTfront, our global network of LGBTQ+ colleagues and allies to ensure connectedness, promote awareness and develop an active allyship and advocacy network with all our stakeholders. We will continue to progress on initiatives that promote an inclusive environment, where our people can excel and bring their true, authentic selves to work," said Kaylene O'Brien, Managing Director of Capgemini in Australia and New Zealand.

This is the [second year](#) that Capgemini has entered the AWEI Awards, and the outcome reflect the fantastic work of its Employee Resource Group: [OUTfront](#), which has raised awareness, and along with its leadership team has driven action across the organisation. This achievement involved a dedicated focus in all areas of the business in a year where connection was paramount. Capgemini developed new ways to ensure commitment to inclusion remained deeply embedded in its culture. The specific initiatives in 2020 built on considerable strategic, structural, and process changes, including increased virtual visibility, events and activities, support networks, and external partnerships. This also included initiatives and executive support for trans and gender diverse employees and amplification of intersectional aspects of diversity.

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 everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 270,000 team members in nearly 50 countries. With its strong 50 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 2020 global revenues of €16 billion.
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