

Upgraded EDGE certifications recognize Capgemini's progress in building inclusive workplaces

The Group is the only organization in the tech industry to have both EDGEplus¹ and EDGE Move² certifications at a global level, demonstrating its leadership in diversity, inclusion and gender equality

Paris, October 8, 2024 – Today, [Capgemini](#) announced that it has been recognized as the only organization in the technology industry to have been both EDGEplus and EDGE Move certified. These globally recognized certifications highlight the Group's continued progress in promoting gender equality, diversity, and inclusion within the workplace.

In 2022, [Capgemini was already EDGE Assess and EDGEplus](#) certified at the global level, demonstrating its strong commitment to diversity and inclusion. This year, Capgemini has progressed from EDGE Assess to the higher grade of EDGE Move, recognizing its continuous improvement and growing maturity in implementing effective, measurable policies aimed at increasing gender parity and creating an inclusive workplace culture.

Additionally, the renewal of the EDGEplus certification demonstrates how the Group addresses diversity and inclusion in its intersectional dimension, encompassing gender equality, as well as diversity in nationality, ethnicity, sexual orientation, age and people with disabilities, building a truly inclusive workplace.

The rigorous certification process took place in 10 countries where Capgemini operates, representing over 80% of its global workforce (Brazil, Canada, France, Germany, India, Morocco, Poland, Netherlands, United Kingdom and United States). It included a comprehensive evaluation of internal policies, practices, and work culture, as well as an employee survey. All 10 countries received the EDGE Move certification at a local level; therefore, the Group is now globally certified.

"At Capgemini, diversity is central to our business strategy. These certifications are testaments to our strong commitment and continuous efforts to build an inclusive and sustainable future for all," said Sarika Naik, Chief Corporate Responsibility Officer at Capgemini and member of the Group Executive Committee. *"It is also critical for us to measure our progress against the best market practices and standards, in order to continuously progress."*

"Capgemini is setting a new standard with its recent advancements in diversity and inclusion. They stand out as the sole company in their industry to achieve EDGE Move certification at the global level. Moreover, Capgemini uniquely combines this with EDGEplus certification. This dual achievement highlights their extraordinary commitment to enhancing gender equality and intersectional equity in the workplace. It serves

¹ EDGEplus Certification showcases the organization's commitment to analyzing gender in intersection with other dimensions of diversity and could be obtained at every level.

² EDGE Standard have three level of certification possible, EDGE Assess, EDGE Move, and EDGE Lead, reflecting the organization's performance in the specified 12-month reference period.



as a testament to the transformative impact of dedicated D&I initiatives in shaping a more inclusive business landscape,” said Aniela Unguresan, Founder of the EDGE Certified Foundation.

Over the last few years, the Group has made significant progress in the representation of women in its workforce, having reached 38.8% as of end 2023, up by 6 points since 2019. It has also grown the proportion of women among executive leadership positions at 26.2% in 2023, up by more than 9 points since 2019. This brings Capgemini close to its ambitious ESG objective of 40% in its total workforce and 30% at an executive leadership level by 2025.

Beyond gender, Capgemini provides a clear global framework for its commitments and initiatives in its [Diversity and Inclusion Policy](#). For example, the Group has enriched parental policies for all types of families in the US, the UK and India, and developed inclusive programs, processes and policies such as a Transgender guide for HR and managers. The Group expanded its CapAbility Group with a NeuroAbility chapter dedicated to neurodivergence. It also launched a fourth global Employee Network Group, CulturALL, celebrating the rich heritage, unique customs and traditions that its multicultural workforce bring to the table. Lastly, up to 26,000 Capgemini employees volunteered, during the last three years, to participate in an Inclusion Circle conversation, to share their perspectives, experiences and ideas to build more inclusive workplaces.

About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2023 global revenues of €22.5 billion.

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