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Capgemini becomes first professional services firm in Canada to receive EDGE Certification

TORONTO, December 12, 2017 – [Capgemini](#) has been granted the Economic Dividends for Gender Equality (EDGE) certification in Canada, making it the first professional services firm in the country to receive the designation.

The certification recognizes the firm's commitment to gender equality, specifically its representation of women in leadership at manager and higher-level roles. The certification also is based on an assessment of positive employee perceptions among men and women around fairness of pay.

Canada is the fifth country within the Group to receive the designation. Capgemini's businesses in the [U.S.](#), [France](#) and [India](#) were also the first professional services firms in each country with the distinction. Its business in the [U.K.](#) is also EDGE-certified.

"In our 50th anniversary year we're reminded that diversity and inclusion principles have been embedded in Capgemini's culture from the start," said Isabelle Roux-Chenu, Capgemini Head of Group Commercial & Contract Management and Group Lead for Women@Capgemini. *"We're pleased to have attained this recognition for our progress in Canada, now our fifth country EDGE-certified."*

EDGE is the leading global assessment methodology and business certification standard for gender equality. Capgemini Canada was awarded the recognition after a third-party review of its inclusion practices across five dimensions: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture.

"This recognition confirms that our [three-year strategy](#) to create a more inclusive culture is making a recognizable impact in North America," said Janet Pope, North America Corporate Responsibility Director for Capgemini. *"Our determination to make Capgemini the most innovative environment where top talent help North American businesses transform and grow is being fueled by our focus on inclusion, diversity and development of our teams."*

Capgemini's Women's Leadership Development Program (WLDP) is a signature program of the company's talent development initiatives. The WLDP is a three-month program designed to provide training, mentoring, career objective-setting, and outside coaching for women in North America. Additionally, in Capgemini's Culture, Bias, and the Brain Executive Leadership Program, participants identify various dimensions of diversity beyond ethnicity and gender, and engage in discussion around their individual and collective responsibilities to maintain a more diverse workforce.

This is Capgemini in Canada's second recognition for its diversity and inclusion initiatives in 2017. In May, Capgemini was named [one of Canada's Best Diversity Employers for 2017](#) by Mediacorp Canada Inc. Capgemini in Canada has coast-to-coast coverage through seven offices as well as delivery centers in Halifax, Toronto and Mississauga. The firm works with some of the country's biggest companies in banking, telecommunications, hospitality, insurance, utilities, aerospace, retail and power distribution.



"As Capgemini expands its presence in Canada, diversity and inclusion is a key component of our strategy to build high-performing teams that help our clients solve complex business problems," said Sanjay Tugnait, Head of Capgemini Canada. "This certification is a recognition of our robust training programs for women and men driven by initiatives such as our Women's Leadership Development program."

About EDGE Certification

EDGE is the leading global assessment methodology and business certification standard for gender equality. EDGE Certification has been designed to help companies not only create an optimal workplace for women and men, but also benefit from it. EDGE stands for Economic Dividends for Gender Equality and is distinguished by its rigor and focus on business impact. The methodology uses a business, rather than theoretical approach that incorporates benchmarking, metrics and accountability into the process. It assesses policies, practices and numbers across five different areas of analysis: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture.

EDGE Certification has received the endorsement of business, government and academic leaders from around the world. The EDGE assessment methodology was developed by the EDGE Certified Foundation and launched at the World Economic Forum in 2011.

For more information, visit <http://www.edge-cert.org/> or follow us on Twitter @EDGE_CERT.

About Capgemini

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2016 global revenues of EUR 12.5 billion.

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