

# Diversity and Inclusion at Capgemini

**Capgemini is committed to hiring, developing and retaining the best people to deliver innovative, world-class solutions for our clients.**



**People matter, results count.**

# We foster an inclusive workplace culture that offers every employee the opportunity for a successful and rewarding career – not just a job.

At Capgemini, we believe the factors that make people different are a source of innovation and creativity. They enable us to generate new ideas, anticipate market trends and be thought leaders in our chosen markets. We view diversity and inclusion as both a strategic advantage and an ongoing opportunity.

## What does diversity mean at Capgemini?

With over 190,000 team members and a global presence in more than 40 countries, Capgemini is proud of its cultural diversity. But our holistic definition of diversity includes more than primary factors such as race, gender and disability and extends beyond age, faith, gender reassignment, marriage and civil partnership, pregnancy and maternity, and sexual orientation. It's about everything that makes us who we are: our social background, our experiences in life and work, our communication styles, even our personality. All of this contributes to the type of diversity we value most: diversity of thought.

## People Culture

As a services company, our success, brand identity and client experience are determined by the talented people who work for us. We firmly believe that people perform better when they are empowered to be their authentic self at work. This is why we strive to accommodate the requirements of all our people and to adapt working environments accordingly. Not only does this maximise our capability to win and deliver business, but it also makes Capgemini a great place to work.

## Diversity Partners

Capgemini is a committed and active member of the Business Disability Forum, Stonewall, and the gender and race campaigns of Business in the Community (BITC). As such, we participate in diversity benchmarking exercises and implement the resulting action plans. We believe that this is invaluable in driving our diversity agenda forward by helping us to identify our priorities and to ensure that we are working within best-practice guidelines.



## Women@Capgemini

Based on the fundamental principle of 'equal opportunities, equal chances,' Women@Capgemini is a global strategic programme to recruit, retain and develop talented women at Capgemini.



## Career Management

Capgemini offers an environment where all employees have equal access to learning and development, as well as opportunities for promotion based solely on merit and capability. Our Career Management and Competencies Framework is designed to support employees in developing their own personal aspirations, motivations and career preferences so that they can reach their full potential.

## Inclusive Employment Policies and Benefits

Capgemini offers a wide range of inclusive employment policies and a comprehensive flexible benefits package, all tailored to meet individual, family and work-life harmony needs. Benefits include flexible working, holiday trading and childcare vouchers. Our maternity, paternity, adoption, shared parental and family leave policies apply to same sex couples and civil partners equally.

## Employee Network Groups

Capgemini supports the creation of informal and formal networks within the workplace. There are a number of great networking opportunities across the business. In the UK we have an established Women's Business Network and LGBT Network, OUTfront. At a global level we also have active Diversity and Inclusion networking groups via our internal social media platform, Yammer.



*Diversity is a requirement for all businesses in our marketplace, it is no longer just a nice to have. We strive to provide an inclusive environment of respect, openness and healthy curiosity to attract, develop and retain top talent where each individual's career can blossom regardless of their demographics, sexuality or background."*

### Daylon Lutzenberger

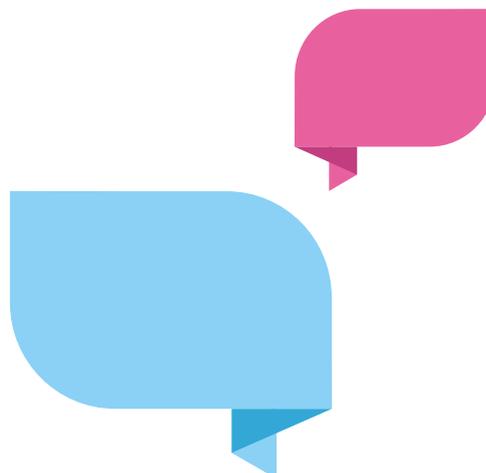
Executive Vice President, AppsOne HR & Talent Lead and executive sponsor of @OUTfront UK, Capgemini's LGBT+ (Lesbian, Gay, Bisexual and Transgender) Network



*For many years I was able to manage my dyslexia thanks to support in my personal life. When my circumstances changed and that support stopped, Capgemini stepped in, first assessing my needs then providing the software and training to meet them. The team made me feel very comfortable and the support has been ongoing."*

### Mandy Wall

Capgemini Employee



For further information please contact:

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## About Capgemini

With more than 190,000 people, Capgemini is present in over 40 countries and celebrates its 50th Anniversary year in 2017. A global leader in consulting, technology and outsourcing services, the Group reported 2016 global revenues of EUR 12.5 billion.

Together with its clients, Capgemini creates and delivers business, technology and digital solutions that fit their needs, enabling them to achieve innovation and competitiveness.

A deeply multicultural organization, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

Learn more about us at

**[www.capgemini.com](http://www.capgemini.com)**

