

Times Top 50 Employers for Women

Capgemini ranks in The Times Top 50 Employers for Women for the fourth year running!



In April 2015, Capgemini was named in the Top 50 Employers for Women for fourth year running, demonstrating our ongoing commitment and efforts to achieve gender equality in the workplace.

The unranked alphabetical list names the organisations that are leading in workplace gender equality. It is published in partnership with Opportunity Now, the Workplace Gender Campaign by Business in the Community (BITC) launched during BITC Responsible Business Week.

Capgemini's workplace policies met the expectations of the Opportunity Now Diversity Change Model - Motivate, Act, Impact:

- **Motivate** - This aspect explored how our organisation is committed to gender equality, diversity and inclusion in order to facilitate the engagement of the organisation and its people in positive action
- **Act** - This aspect looked at our programmes/initiatives/interventions which aid the integration of gender
- **Impact** - This examines how the impact of our action is measured, monitored, reported and learnt from.

Achievements

How did we earn our place in The Times Top 50 elite?

A woman at the helm



Our Executive Chairman for Capgemini UK, Christine Hodgson is an excellent role model for women within the organisation and those looking to join our organisation. Christine chairs our UK Women's Business Network and regularly speaks and promotes the role of women in technology. She also keeps a keen eye on the recruitment of women - having regular meetings with all newly promoted and recruited senior women. In 2011, Christine was named Woman of the Year at the Everywoman in Technology Awards and in 2014, Christine was named by "Management Today" as one of the 13 most inspiring business women in the UK.

Women's Business Network

The Capgemini Women's Business Network (WBN) was initially formed by a number of senior women across various disciplines informally coming together to discuss a few pertinent points. Now, it is a thriving network that has three objectives:

- To **retain** new talent
- To **recruit** new talent
- To **win** new business

Women!
@Capgemini

Women@Capgemini is a Group-led initiative driving programmes of recognition and change for women globally across Capgemini.



Increasing diversity across both non-exec and exec roles must be seen as a strategy that delivers commercial

advantage. It encourages new ideas and vigorous challenge, helping boards to approach risk in a more robust manner

Helen Wells

Former Opportunity Now Director



In 2014, two WBN events were held and hosted by Christine Hodgson - one in March to celebrate International Women's Day and one in October focused on the theme of 'Technology and Me' that featured inspiring, influential women speakers. Both these events were open to all and they drew in large audiences including students from several schools. One such student, Radhika Parmar was so inspired that she decided to forego the standard university path and join our higher apprenticeship scheme. Her story was featured in The Guardian earlier this year.

To find out more about the Women's Business Network – please visit the **Women's Business Network Talent Page**



Recruiting & Developing Female Leaders of the Future

Our School's Outreach Programme exemplifies our commitment to motivate, act and impact.

Motivate: In an industry heavily reliant upon recruiting graduates, we have created a school leavers programme to offer career and development opportunities to the next generation of female talent. Our apprentices join us straight from school and work towards a university degree.

Act: We develop future talent through the "Girls in IT" stream within our school's programme.

Impact: Ultimately, we hope to engage as many young women as possible and to inspire these young women to choose a technology career, particularly with us.

Among the Top 10 in the private sector with a Gold Star

In 2014, Capgemini UK was named one of the Top 10 private sector organisations for gender diversity and inclusion by Opportunity Now. This achievement secures us a Gold rating and marks a great improvement in our ranking from last year's Silver status.

Going forwards

Capgemini UK have set some ambitious new diversity targets:

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- **To increase the proportion of women from 26.6% in 2013 to 30% by 2020.**
 - **To increase the proportion of senior women from 16.9% in 2013 to 20% by 2020**
 - **To ensure that 50% of our apprentice intake are female by 2025**
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About Capgemini

Now with 180,000 people in over 40 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2014 global revenues of EUR 10.573 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.

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www.capgemini.com