

Carbon Reduction Plan

Supplier name: **Capgemini UK**

Publication date: 15th November 2021

Commitment to Achieving Net Zero

Capgemini is committed to achieving carbon neutrality no later than 2025 and become a net zero business by 2030

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

We follow the Greenhouse Gas Protocol Corporate Standard. Emissions have been calculated using the conversion factors recommended by DEFRA. Where specified we have reported “market-based” emissions in line with the GHG Protocol.

Scope 1 emissions arise from purchased and landlord supplied gas for space heating, diesel for testing of backup energy generation equipment, and f-gas for use in heating, ventilation and air conditioning (HVAC) systems.

Scope 2 emissions arise from purchased electricity and landlord supplied electricity for our offices and data centres.

Scope 3 emissions arise from business travel, electricity transmission and distribution losses, and waste and water consumption.

This represents three of the categories of Scope 3 emissions as defined by the GHG Protocol (business travel, fuel and energy related activities, waste generated in operations). An explanation for the exclusion of the remaining categories of the subset as specified in the Technical Standard (upstream transportation and distribution, downstream transportation and distribution, and employee commuting) has been provided below.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,225 Natural Gas 887 Diesel 30 F-Gas 308
Scope 2	2,409 (market-based emissions) Data Centre Electricity 889 Office Electricity 1,520
Scope 3 (Included Sources)	23,454 Business Travel 22,643 T&D Losses 739 Water 62 Waste 10 <p>Our scope 3 emissions include the GHG protocol categories (3) Fuel and Energy Related Activities, (5) Waste generated in operations and (6) Business travel.</p> <p>(4) Upstream transportation and distribution and (9) Downstream transportation and distribution are excluded.</p> <p>Explanation: We follow the GHG Protocol Relevance criteria which state Scope 3 emissions are relevant if they contribute significantly to the company's total anticipated scope 3 emissions, if we can influence emissions or if they expose Capgemini to risk. As a provider of technology consulting services, the transport and distribution of purchased goods is not a material impact for us.</p> <p>(7) Employee commuting is currently excluded.</p> <p>Explanation: We are in the process of finalising our calculations for commuting emissions relating to the UK business.</p> <p>In 2021, Capgemini conducted for the third time a global internal commuting survey asking all our people about their commute to work (the distance, mode of transport and frequency of commute). The survey received over 42,000 responses from across the Group. We will use the data gathered on the time and distance each employee travels as well as the mode of transport and calculate the carbon by applying the DEFRA emission factors for the relevant travel types. This will enable us to calculate the mean carbon footprint associated with commuting per employee per year, which will be extrapolated to cover the whole Group</p>

	headcount including Altran for 2021. As we did not conduct a survey in 2020, we will use the data gathered in the 2021 survey and apply the 2020 headcount and emission factors to calculate the commuting emissions.
Total Emissions	27,088

Current Emissions Reporting

Reporting Year: 2020	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1,256 Natural Gas 840 Diesel 9 F-Gas 407
Scope 2	1,341 (market-based emissions) Data Centre Electricity 762 Office Electricity 579
Scope 3 (Included Sources)	5,328 Business Travel 4,653 T&D Losses 620 Water 35 Waste 20 Our scope 3 emissions include the GHG protocol categories (3) Fuel and Energy Related Activities , (5) Waste generated in operations and (6) Business travel . (4) Upstream transportation and distribution and (9) Downstream transportation and distribution are excluded. Explanation: See above in baseline year (7) Employee commuting is excluded. Explanation: See above in baseline year
Total Emissions	7,925

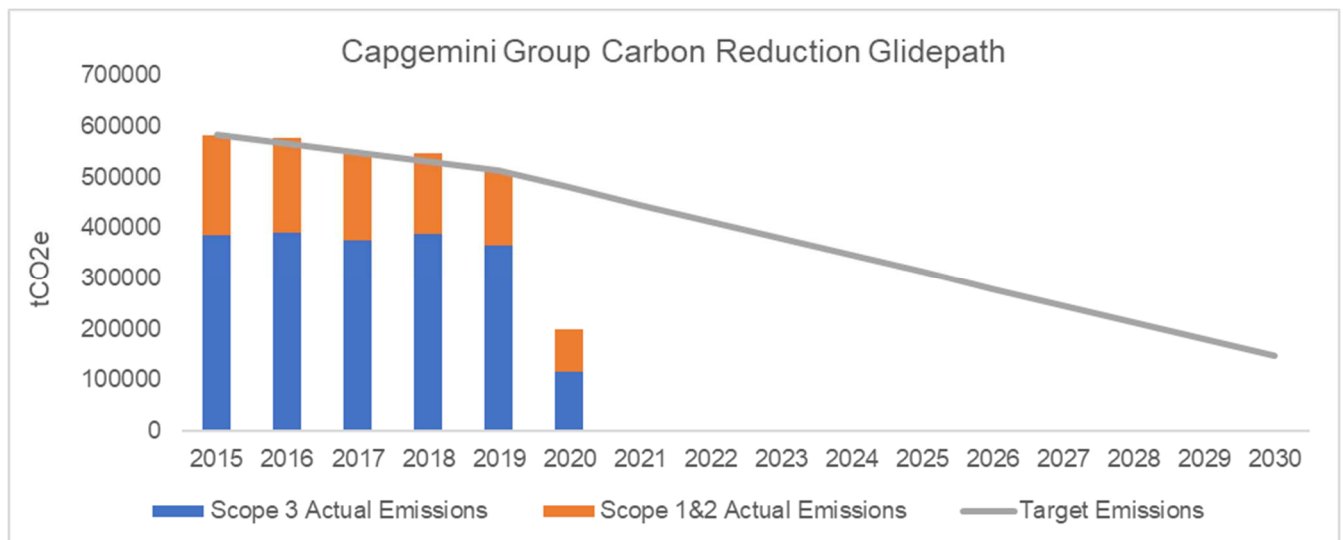
Emissions Reduction Targets

In order to continue our progress to achieving net zero, Capgemini have adopted the following carbon reduction targets for their global operations which are set against a 2015 baseline. These targets flow down to the UK and drive carbon reduction measures in alignment with the Group targets.

1. Improve the sustainability of our offices and reduce absolute scope 1 & 2 emissions by 75% by 2025 and 80% by 2030
2. Transition to 100% renewable electricity by 2025
3. Reduce business travel emissions per employee by 38% by 2025 and 50% by 2030
4. Reduce employee commuting emissions by 35% by 2025 and 50% by 2030
5. Transition to a 100% electric vehicle fleet by 2030
6. Reduce the scope 3 emissions from our purchased goods and services by 50% by 2030

As a consequence of work planned to achieve these targets, we project that carbon emissions from our global operations will decrease over the next five years to 312,915 tCO₂e by the end of 2025. This is a reduction of 46% against the Group 2015 baseline.

Progress against these targets can be seen in the graph below:



Note scope 3 emissions include business travel, T & D losses, waste, and water. Commuting, and purchased goods and services are not included as we are developing and finalising our methodology and baselines.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

We have been driving a progressive programme of work through our UK Road to Net Zero strategy, which is aligned with Capgemini Group's 10-point plan (see below) to reduce emissions.

We have seen a significant decrease in carbon emissions equating to 19,163 tCO₂e, a 71% reduction in 2020 against our 2019 baseline as shown above.

We must acknowledge that these reductions are heavily influenced by the COVID 19 pandemic; in particular travel restrictions, as travel made up 84% of our carbon footprint in 2019. As has decreased occupancy in our offices and office closures impacted scope 1 and 2 emissions.

However, we have continued to implement our environmental management measures and projects as set out below. These environmental measures will be in effect and support our performance when delivering UK public sector contracts as part of PPN06/21.

We have used this situation to reevaluate how we should run our operations and deliver our services for a low carbon future. Our new normal programme is driving a shift in our ways of working with increased hybrid flexible working and reimaging our office spaces for low carbon virtual physical collaborative environments.

Completed carbon reduction initiatives include:

- Capgemini joined the Business Ambition for 1.5°C targets and United Nation's Race to Zero campaign as a founder member
- Our carbon reduction targets have been validated by the Science Based Target initiative (SBTi) as being in line with 1.5°C climate science
- [Our CEO has joined the World Economic Forum's Alliance of CEO Climate Leaders](#), a global community of Chief Executive Officers who continue to set the bar higher and catalyse action across all sectors and engage policymakers to help deliver the transition to a net-zero economy
- In the UK we are driving down business travel emissions through virtual collaboration, underpinned by employee training and the roll-out of collaboration tools across the Group
- Since 2019, three offices shifted to renewable energy in the UK bringing the total proportion of renewable electricity to 87.5% in 2020. By the end of 2021 this will be 100%.
- We have implemented energy efficiency measures across our UK data centres, Merlin and Toltec, both of which are run on renewable electricity.
- We continue to increase the energy efficiency of our estate; since 2015 energy efficiency initiatives implemented include installation of new boiler systems, LED Lighting, PIR sensors, optimisation of building management systems, smart metering, upgrading white goods, and more.
- In the UK, 100% of Capgemini sites are covered by our Energy and Environmental Management System (EMS) which is certified under ISO14001 and ISO5001. We

have recently made a major acquisition of Altran and will be integrating new sites into our EMS.

Future Carbon Reduction Initiatives

In the UK we have a five-year roadmap to support our transition to net zero: targeting business travel, commuting and estate energy through cross-organisational collaboration. The roadmap is underpinned by our Group 10-point plan to enable us to achieve our net zero ambitions.

OUR 10-POINT PLAN



Future initiatives include:

- Capgemini has signed up to RE100 and EV100 commitments to transition to 100% renewable electricity (by 2025) and 100% electric vehicles in the fleet (by 2030)
- Flexible ways of working have become the 'new normal' with employees working between home, offices and client sites as needed, thus reducing the impacts of business travel and commuting
- Virtual collaborative capabilities will be further expanding through virtual physical connected workplaces and enhanced tooling and skills
- Capgemini UK has created 'sustainable travel principles' that are being used to encourage our people to consider the environmental impacts of when and how they travel
- We will continue to promote the adoption of lower carbon transport options - for example, through the transition of Capgemini's company car fleet to 100% electric vehicles. In the UK we are rolling out additional electric vehicle charging points at our offices; currently we have EV charging facilities at 75% of our owned or leased sites

- Regular commuting surveys will be run to measure the emissions related to employee commuting and home working and to track the impact of our carbon reduction initiatives
- Capgemini has also partnered with the World Economic Forum (WEF) 1t.org movement, committing to plant 20m trees as part of their aim to conserve, restore, and grow one trillion trees around the world
- In the UK we have developed the Carbon Travel Dashboard for reporting business travel emissions on a monthly basis as well as providing insights and granularity to our decision-makers to ensure travel does not exceed our emissions reduction targets. See [Turning Ambition into Action](#) for more details.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

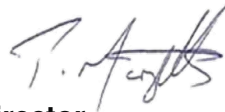
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Paul Margetts



Capgemini UK Managing Director

Date: 12th November 2021

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>