



Carbon Reduction Plan

Supplier name: **Capgemini UK**

Publication date: 4th April 2025

Commitment to achieving net zero

Capgemini is committed to achieving net zero emissions by **2040**.

Our net zero target has been set in line with the Science Based Target initiative's (SBTi) Corporate Net-Zero Standard and we are committed to achieving a 90% reduction in carbon emissions across Scopes 1, 2 and 3 by 2040 compared to a baseline of 2019.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past. 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 the Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy (formally BEIS). 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, waste and water consumption, employee commuting and working from home, third party

managed data centres, and upstream transportation and distribution. An explanation for the exclusion of downstream transportation and distribution has been provided below.

Baseline year emissions: 2019

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,022 Natural Gas 882 Diesel 8 F-Gas 118 LPG 15
Scope 2	2,409 (market-based emissions) Data Centre Electricity 889 Office Electricity 1,520
Scope 3 (Included Sources)	34,773 Business Travel 22,631 T&D Losses 330 Water 56 Waste 12 Commuting 9,924 Working From Home 1,314 Third Party Managed Data Centres 478 Upstream Transportation and Distribution 26 Our Scope 3 emissions include the GHG Protocol categories (3) Fuel and energy related activities, (4) Upstream transportation and distribution, (5) Waste generated in operations, (6) Business travel and (7) Employee Commuting. (9) Downstream transportation and distribution emissions are excluded. Explanation: As a provider of technology consulting services, we do not sell or transport products. For this reason, Capgemini does not have Scope 3 emissions associated with downstream transportation and distribution of physical goods.

Total Emissions	38,202
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Current emissions reporting

Reporting year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	648 Natural Gas 613 Diesel 3 F-Gas 32 LPG 0
Scope 2	0 (market-based emissions)
Scope 3 (Included Sources)	19,873 Business Travel 12,429 T&D Losses 152 Water 8 Waste 1 Commuting 3,670 Working From Home 3,356 Third Party Managed Data Centres 227 Upstream Transportation and Distribution 30 Our Scope 3 emissions include the GHG protocol categories (3) Fuel and energy related activities , (4) Upstream transportation and distribution , (5) Waste generated in operations , (6) Business travel and (7) Employee Commuting . (9) Downstream transportation and distribution emissions are excluded. Explanation provided above.
Total Emissions	20,521

The data reported above has changed compared to previous reports for the following key reasons:

- I. At the start of 2023, Capgemini UK's remaining data centre was outsourced to become a colocation data centre under third party management. As this data centre

is effectively no longer under our operational control, we have moved the emissions data from Scope 1 and 2 into a Scope 3 category for third party managed data centres. In line with the guidance from the GHG Protocol and the UK Environmental Reporting Guidelines this is considered a structural change and has been made to data for all years to ensure year on year comparability and maintain a constant perimeter.

Please note:

- In 2024 we can report 0 emissions for scope two using the market-based approach due to the renewable electricity contracts at our sites and purchase of REGOs (Renewable Energy Guarantees of Origin).

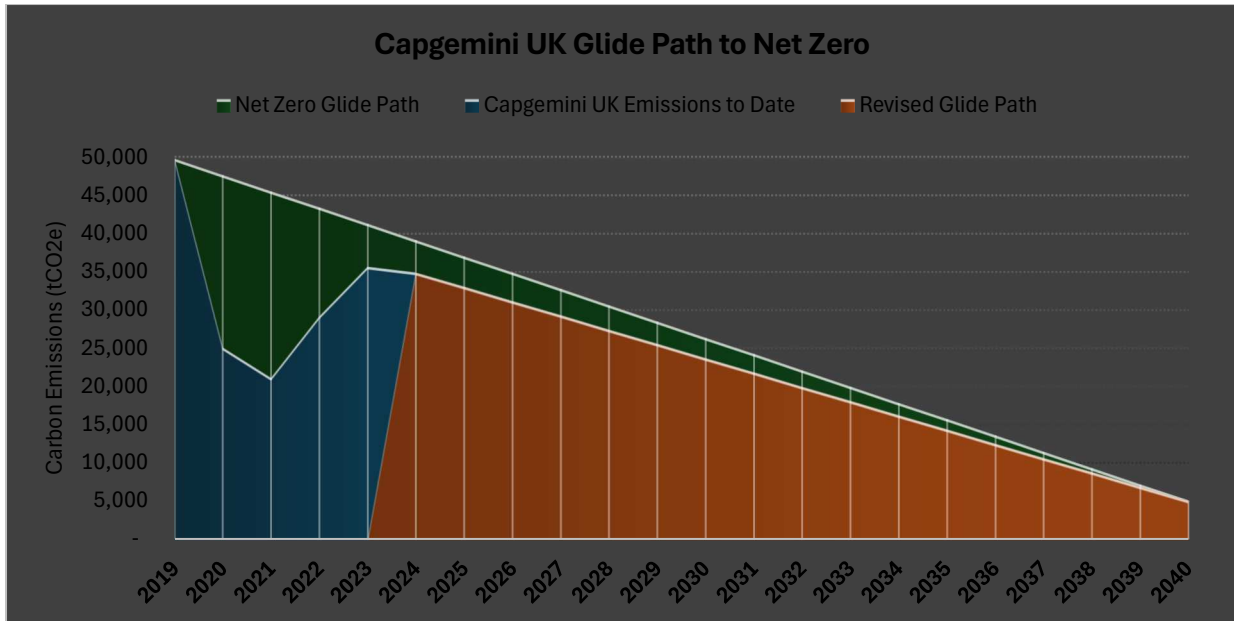
Emissions reduction targets

Capgemini has set targets to reduce their carbon emissions by 90% to become net zero by 2040. These targets have been validated by the Science Based Targets initiative as being aligned with the Corporate Net Zero Standard. The Company continues to make good progress both in decarbonising their business and collaborating across their supply chain to drive change and improvement. The Company efforts in this area have been recognized by CDP with a position on the CDP A-List for 2024.

In order to continue our progress to achieving net zero, Capgemini Group have adopted the following carbon reduction targets.

Category	2025 target	2030 target (SBTi near-term target)	2040 net zero target (SBTi long-term target)
Headline targets			-90% absolute
Scope 1 & 2 emissions		-80% absolute	-90% absolute
Scope 3 business travel		-55% per employee	-90% absolute
Scope 3 commuting		-55% per employee	-90% absolute
Scope 3 procured goods and services		-50% absolute	-90% absolute
<i>Supporting targets</i>	<i>100% renewable electricity</i>	<i>100% EV fleet</i>	

Progress against our long-term targets can be seen in the graph below. Please note this includes all scope emissions:



Graph includes all sources of emissions, including purchased goods and services.

We project that carbon emissions will decrease over the next five years to around 25,570 tCO₂e by 2029. This is a reduction of 27% against 2024 and includes our purchased goods and services emissions.

We also set annual targets at the UK country level for our operational emissions (covering emissions from offices, data centres, business travel, commuting and working from home).

In 2024, the UK Country Board set ambitious short-term carbon reduction targets to drive emissions reductions ahead of the Group’s 2040 net zero goal. The Company set out to achieve absolute reductions in operational emissions against their 2019 baseline of 45% by the end of 2024, which was achieved with a 46% reduction. Our 2025 target is set at 50% reduction against 2019.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since 2019. The carbon emission reduction in operational emissions achieved by these initiatives in the UK equates to 15,967 tCO₂e over the past 5 years, a 46% reduction in operational emissions in 2024 against our 2019 baseline, and the measures will be in effect when performing the contract.

The UK Net Zero Board was re-structured in 2024 around 5 key pillars fundamental to the success of our business. These pillars focused on the changes we need to make to stay on track. Led by our senior leaders who actively drive collective change, support investment funding, challenging existing behaviours and mindsets to advance the sustainability agenda. The five business transformation pillars are:

- Business Infrastructure - Transforming the infrastructure needed to run the business to net zero.

- Design and Delivery – Ensuring how we design, deliver and implement solutions for our clients is sustainable.
- People and Culture - To nurture and inspire our existing and future talent to transform our business and society to align with nature
- Clients and Partners - How we collaborate with clients and partners to address shared challenges to reaching net zero.
- Redefining Success - How we create and define value and balancing non-financial and financial performance metrics

Building a successful business running with 90% less carbon emissions means that all pillars must develop and deliver projects that deliver our carbon targets.

Capgemini continues to invest in transitioning to renewable electricity contracts, optimising their IT and estates infrastructure, and minimising waste. 100% of the Company electricity was sourced from renewable sources in 2024. 2024 Projects included:

- In February 2024, 60 leaders from across Capgemini UK joined a 3-day ASE (Accelerated Solution Environment) workshop to focus on how we, as a UK business, can make net zero by 2040 across our business operations a reality.
- A full estate review of their HVAC systems and implementation through preventative maintenance plan and switching to alternative refrigerants with lower GHG potential.
- *The Home Energy Programme* includes webinars, knowledge portal, assessments and interest-free loans offered as part of the employee benefits package to finance sustainable home improvements including insulation, solar panels and heat pumps. Our work was profiled by [Bloomberg](#) media
- *Net Zero Travel Standards and Policy* set bold standards and guidance to support low carbon travel, not stopping travel but making it count.
- *The Event Planner Tool*, development of tool that can take the origin location of event attendees and suggest the location that will have the lowest carbon, cost and travel duration impact
- *Sustainable Delivery Framework*, Creation of a blueprint for sustainable delivery, covering the entire project lifecycle, from solutioning to implementation, outlining actions and best practices to reduce carbon emissions. Implemented on large accounts including a [successful delivery with Defra](#).
- *Our new London office*, where we put sustainability at the heart of the construction and fit out of our new flag ship head office set to open in early 2025. We achieved this through an outcome and risk model that helped our estates team to prioritise action to deliver our sustainability vision and targets. We have over 37 targets along four outcomes: Energy & Carbon, Material & waste, Nature & Social Value & People and Wellbeing.
- *Improving carbon literacy and accountability for carbon travel budgets*, bringing our Business Lines closer to their data by providing tailored insights and analysis of where they spent their carbon. Providing business leaders with the information they need to decide where to focus reduction efforts.

Capgemini's commitment to sustainability goes beyond the decarbonisation of the Company's operations and supply chain. The Company knows there are impacts, risks, and opportunities related to waste, water, and biodiversity that must be addressed. During 2024, the Company has made progress in creating sustainability models to measure and report on the Company's own wider impacts.

Future Carbon Reduction Initiatives

Example of planned carbon reduction initiatives for 2025:

- *Circular IT Project*: We are working to minimise the impact of our IT by applying circular economy principles to eliminate waste and pollution. Our aim is to adopt a standardised approach for procuring and managing the lifespan of IT hardware assets that limits impact on carbon emissions.
- *Virtual Collaboration*, the provision of a suite of technology solutions to reduce the need for frequent long-haul flights by delivery colleagues to offshore locations, also to replicate the in-person meeting experience remotely. This also enables people to reduce carbon emissions while also experiencing the benefits of physical interaction from their homes.
- *Event Planner Tool* will be rolled out across the organisation to support employees in making carbon conscious decisions when planning events.
- *Individual Carbon Travel Footprint*: Rollout of Individual Carbon Travel Footprint to bring our people closer to their carbon data.
- *Reciprocal Mentoring*, a collaborative learning relationship in which two individuals, typically from different levels of seniority or backgrounds, share knowledge, experiences, and perspectives to advance their understanding and practices in sustainability.
- *Business Case Framework*, the enhancement of our business case toolkit to incorporate sustainability levers, in addition to traditional levers of growth and efficiency
- *Collaborative Partnership for Sector Level Change*, the development, scoping and pilot of a collaboration project with a Capgemini client to address a key sustainability challenge
- *Forecasting Emissions*, the development and pilot of methods for forecasting carbon emissions based on existing data inputs required for business planning
- *Sustainable Estates*, complete and rollout the framework and standard for Capgemini estates to prioritise action and investment that aligns with sustainability goals and carbon reduction targets

The Company are aware that their actions to decarbonise the business by 2040 will not eliminate the very real problem of carbon dioxide going into the atmosphere today. Consequently, the Company is investing in projects to abate and remove carbon emissions from beyond their own value chain. For example, supporting forestry restoration projects that will remove carbon dioxide, whilst also delivering wider positive biodiversity and social impacts.

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:



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Rob Walker, UK Managing Director

Date: 2nd April 2025

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>