

Energy Policy Statement Capgemini UK Plc.

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world. Our business activities are delivered from our own sites, clients' sites and other remote locations (including employees' homes).

Our use of energy is a material impact of our operations, and this policy statement applies to Capgemini sites where Capgemini is in control of or has influence over energy management.

We are committed to responsible energy management and continually improving energy performance wherever possible, including transport. The objective of this Policy is to provide the direction and support for conserving energy wherever practical and cost-effective, whilst maintaining a comfortable and productive working environment.

We will:

- Set objectives and targets for energy performance, reporting and reviewing progress appropriately.
- Gather and analyse office energy consumption data to identify energy reduction opportunities.
- Implement efficient operation and maintenance of energy consuming plant and equipment, including defined tolerances for office temperatures.
- Include energy efficiency and energy efficient technology as a high priority in the design of all replacement and refurbishment projects.
- Deploy digital transformation, (Internet Of Things) IOT and application of smart and intelligent sensing, where relevant, through IOT-based architecture for demand control auto pilot operation of energy consuming equipment and asset health monitoring.
- Adopt digitization of energy data collection via tools to track and monitor energy data.
- Locate servers (client and Capgemini) in data centers rather than in offices wherever possible/practical.
- Encourage and empower employees to directly reduce their own energy consumption in the areas and activities that they control or can reasonably influence, such as lighting, IT and office (including home office) equipment and commuting.
- Ensure all Facilities or Site Managers are aware of, and actively manage, energy consumption at their sites.
- In support of the Group's commitment to RE100 and wherever practical, continue to purchase renewable energy for all sites where Capgemini is responsible for the procurement of energy.
- Ensure compliance to all applicable legal requirements and other requirements to which the organization subscribes related to its energy use, consumption, and efficiency.

We manage the implementation of this policy through relevant initiatives and monitoring, underpinned by our Energy Management System (EnMS) which is certified to ISO 50001:2018 standards.

This Policy will be reviewed at least annually to ensure continued relevance for the business.

Signed:



Julie Mangan
6 August 2025

Position: **Company Secretary**

Version: 4.0

Review Date: July 2025 | Next Review Date: July 2026

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DOCUMENT OWNER

Chris Hodgson	UK EMS-EnMS Lead	chris.hodgson@capgemini.com
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CHANGE HISTORY

VERSION	DATE	KEY CHANGES
1.0	23-01-2009	First version of revised policy statement published.
2.0	01-11-2013	Policy reviewed. Minor amends to the wording of the policy (e.g. inclusions of carbon, reference to legal compliance). Date and distribution list updated.
2.1	13-02-2014	Policy reviewed against requirements of ISO50001
2.2	27-02-2014	Signed by Julie Mangan
2.3	13-01-2015	Annual review undertaken, updated distribution list.
2.4	17-03-2015	Reviewed and agreed by Liz Shimmin and Matt Bradley. Replacements of Kevin Red with Leigh Maire and addition of Cate Hames, Chris Robinson and Hans Reeds. Change of name for Julie Mangan.
3.0	15-07-2015	Extended the scope of the policy to include Sogeti UK and Financial services. Changed sign-off to Paul Margetts.
3.1	25-10-2017	Annual review undertaken, updated distribution list. Minor changes to key stakeholders – changed Leigh Maire to Trevor Brooks and addition of Paul Margetts.
3.2	13-08-2018	Annual review. Date, entities and titles updated
3.3.	20-03-2019	Next review date added under signature
3.4	31-10-2019	Annual Review. No changes made
3.5	08-10-2020	Annual Review. Removed Distribution list. Document owner updated to Chris Hodgson. Document location changed to website link to ensure availability to all stakeholders. Introductory paragraph updated.
3.6	28-10-2021	Annual review. No changes
3.7	14-10-2022	Annual review. No changes
3.8	06-10-2023	Annual Review and changes to include work from home scenario
3.9	16-10-2024	Annual Review; added transport and commuting scenario
4.0	03-07-2025	Annual Review; aligned with Group Energy Policy

DOCUMENT LOCATION [UK Energy Policy](#)