

UK Modern Slavery Act Policy

Capgemini UK has a zero tolerance to any form of modern slavery or exploitation.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. A common factor being the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Capgemini is a responsible and diverse organisation of over 350,000 team members in over fifty countries. Our business activities are delivered from our own network of offices as well as at our clients' sites and other locations. This policy applies to all employees, partners, third parties and suppliers retained by Capgemini UK. Capgemini recognises that our business activities have risks; and are committed to continually improving our performance and to working with our clients to help them reduce the risk of modern slavery and exploitation. This involves regularly consulting with key stakeholders (particularly employees, clients and suppliers) to ensure our activities are responsive to their feedback. Modern slavery risks are managed through due diligence, detection and prevention to ensure that we meet the requirements of the 2015 UK Modern Slavery Act.

Capgemini UK

June 2025

Capgemini supports and adheres to:

- The principles of the 1948 United Nations Universal Declaration of Human Rights and refuses the use of forced labour and child labour
- The principles of the fundamental conventions on labour standards of the International Labor Organisation
- The OECD (Organisation for Economic Co-operation and Development) guidelines for Multinational Enterprises

Our Policies

- Require that we adhere to local, national and international laws and expect our partners, suppliers and their subcontractors to do the same
- Prohibit child labour in any form
- Prohibit the use of any agent or supplier that requires our potential employees or sub-contractors to pay any form of introduction or recruitment fees
- Acknowledge the freedom of workers to terminate employment
- Acknowledge the freedom of movement
- Acknowledge the freedom of association
- Prohibit any threat of violence, harassment and intimidation
- Prohibit compulsory overtime
- Prohibit discrimination, the unjust or prejudicial treatment of people with differing characteristics, especially on the grounds of age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, being a carer, sexual orientation, ethnicity, religion, belief or gender
- Prohibit the confiscation of workers original identification documents
- Provide access to remedy, compensation, and justice for victims of modern slavery

Performance against our objectives and KPIs will be reviewed annually and reported publicly in our [Transparency Statement](#)

To report any Modern slavery concerns, contact:

- [SpeakUp](#) is our web and phone-based ethics reporting, incident management and advisory tool, hosted by an independent service provider. It is voluntary, confidential, and allows anonymity, unless stated differently by a country's local law. It ensures fairness, organisational justice, and prompt, systematic investigation. Capgemini trusts and expects SpeakUp to be used in good faith and will firmly prohibit retaliation against whomever raises or helps address a legitimate concern.
- Or the UK Modern Slavery Team [by email](#)

This policy will be reviewed on an annual basis

Link to [Group Human Rights Policy](#)

[Supplier Code of Conduct](#)



About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

www.capgemini.com