

Health & Safety Policy Statement for Capgemini UK

We are committed to protecting the health, safety, and wellbeing of all our Capgemini team members and those affected by our business activities. We rely on each other, our clients, contractors, and suppliers to play their part in supporting our commitment, by maintaining high standards in health and safety matters.

As part of this commitment we:

- **Continually enhance our culture and leadership in this area:** We have a qualified UK Health & Safety Team who provide training and guidance to all team members. This enables them to promote and embed a positive health and safety culture.
- **Manage risk in a proportionate and effective way:** Using the “plan, do, check, act” model, we identify hazards, assess risks, and apply suitable controls to keep impact and likelihood as low as reasonably practicable. Team members are asked to actively consider potential hazards during work activities and to stop work and report any safety concerns to their manager or the Health & Safety Team.
- **Provide a safe and healthy working environment:** We aim to provide a safe environment for all by maintaining Capgemini workplaces, ensure safe handling and use of equipment and substances, and implement drills and evacuation procedures.
- **Consult with our team members:** Our elected employee representatives, Capgemini's Works Council (CWC) represents the views of team members in all formal consultations regarding health, safety, and wellbeing matters, alongside their other CWC responsibilities. Team members should contact the UK Health & Safety Team with any safety concerns or notifications. The Health & Safety Team is responsible for promoting a safe workplace through training, stakeholder engagement, clear communication of safety responsibilities, and successful practices and lessons learned from incidents, to continually raise awareness and act preventively.
- **Continually seek to improve our management system:** We review and revise our Health & Safety Policy and the supporting procedures as necessary and at least annually.
- **Identifying appropriate occupational health, safety and wellbeing objectives and targets:** Performance against our key objectives and targets will be reviewed regularly by UK Health and Safety Governance Board, and this policy will be reviewed at least annually to ensure that it remains relevant and appropriate to the organisation.

The UK Health & Safety Team owns and maintains this Statement and the practical arrangements in place to support our commitment and ensure our compliance with applicable legislation. Our approach takes account of the fact our people work at Capgemini and client locations and are required to travel for business purposes. The arrangements and the responsibilities of Capgemini, team members and managers are described in “Health & Safety in Capgemini”, which is available on our company intranet.

Our policy is linked to all other Group policies, such as our Health & Safety policy, Human Rights policy, our Employee Relations policy, our Code of Business Ethics, our Diversity, Equality & Inclusion Policy and our People Security and Safety General Policy.

“Given our primary asset is our people, our commitment to Health & Safety is essential for the growth of our business. We must ensure our policy is implemented and adhered to through the co-operation of everyone within and associated with our organisation.”

Clive Hart, UK Legal Finance Director, and H&S Executive Sponsor

