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**Capgemini awarded the EDGE Move leading global workplace gender equality certification from the EDGE Certified Foundation**

**Capgemini is the first global IT services firm in India to receive the award**

**Mumbai, December 6, 2017 – [Capgemini](#) today announced that its India business has been awarded the Economic Dividends for Gender Equality (EDGE) Certification in recognition of its current practices and the company’s commitment to gender equality in the workplace. Capgemini is the first global IT services firm in India to be certified with EDGE Move.**

Capgemini in India was awarded EDGE Certification after a rigorous third-party audit, which included a comprehensive review of the company’s gender policies and practices, detailed analysis of company statistics from the entire workforce of over 100,000 employees in India, and evaluation of the employee experience in terms of career development opportunities at the company. EDGE Certification recognizes Capgemini’s existing and planned efforts for change in gender diversity through the implementation of approved action plans and governance in the areas of recruitment and promotion, leadership development training and mentoring, equal pay for equivalent work, flexible working and company culture.

Anil Jalali, Chief Human Resources Officer of Capgemini in India said, “The *EDGE Certification is distinguished by its rigor and focus on business impact. The EDGE Move level of certification, in particular, is a validation of our commitment to gender balance as a strategic business goal and our focus on creating greater value for our clients. This reaffirms our position as an equal opportunity employer in India and our people-centric focus.*”

Capgemini in India has implemented WinspirE, a strategic initiative that is part of the Women@Capgemini program designed to promote gender balance in India, to address the entire talent pipeline and corporate lifecycle of recruitment, retention, talent development and mentoring, and build awareness among internal and external stakeholders.

Isabelle Roux-Chenu, Capgemini Head of Group Commercial & Contract Management and Group Lead for Women@Capgemini said, “*In today’s world, it is a business imperative to address the issue of gender balance. We created [Women@Capgemini](#) as an integrated global program to set the overarching guidelines around gender balance across the Group based on the fundamental principle of equal opportunities and equal chances. It is an honor and an accomplishment for us to announce that India has been the fifth country location certified by EDGE as it reinforces the commitment of the Group regarding gender balance. It is a concrete expression of our desire to empower employees across offices worldwide to deliver innovative results to clients and all our stakeholders.*”



*"While the IT industry witnesses high degree of gender equality at the entry level, it is challenged by losing this diversity across key management levels over time. At Capgemini, we have consciously worked on identifying areas of interventions through policies and initiatives that would strengthen the holistic approach to gender inclusion and development. We are honored to receive this recognition and strive to be the role model in building a culture of equal leadership in the organization,"* said Sarika Naik, Chairperson, Diversity and Inclusion – India, Capgemini.

Aniela Unguresan, Co-founder EDGE Certified Foundation said, *"EDGE Move goes beyond organizational commitment to diversity and inclusion and recognizes the milestones already achieved, such as robust and effective policies and practices across recruitment and promotion and in company culture, good proportionate retention of female talent across the talent pipeline, and favorable perceptions from the majority of employees in terms of their career development opportunities. We applaud Capgemini's successful efforts in demonstrating true leadership in the industry by building an enabling environment at scale in India and promoting a culture of inclusion in the workplace."*

Capgemini's U.S. business [was awarded](#) the EDGE certification in October 2016, becoming the first professional services firm in the U.S. with this distinction. This year, Capgemini was the first professional services company in France to receive the designation, [awarded in March](#), while it also received the [designation in the U.K.](#) in August followed by Canada in November.

## **About Capgemini**

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2016 global revenues of EUR 12.5 billion.

Visit us at [www.capgemini.com](http://www.capgemini.com). *People matter, results count.*

Capgemini in India comprises almost 100,000 team members working across 12 locations – Mumbai, Bangalore, Kolkata, Hyderabad, Pune, Bhubaneswar, Chennai, Salem, Trichy, Gandhinagar, Noida and Gurgaon.

Learn more about Capgemini in India at [www.capgemini.com/in-en](http://www.capgemini.com/in-en).