

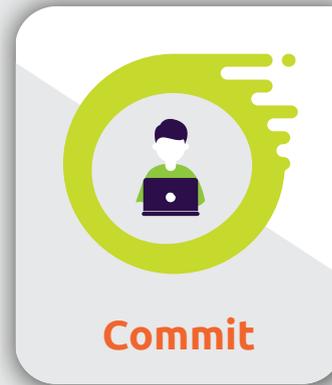


Capgemini 

Diversity and Inclusion is a priority at Capgemini, India



Our approach



At Capgemini, we build trusting relationships, find common ground and identify areas for collaboration within the organisation, as well as across our industry and within our communities.

“Capgemini is committed to equality of opportunity and dignity at work for all, irrespective of caste, religion, race, colour, creed, ethnic or national origins, gender, marital status, sexuality, disability, class or age.”

Achieving results and building a truly inclusive organisation is a long term journey. Our aim is attracting, advancing, engaging and retaining a diversity of talent while fostering an inclusive culture – one where differences are valued and embraced.

Diversity and Inclusion Focus

We accelerate inclusion through following dimensions.



Winspire: Advancing
Gender Balance



OUTfront:
LGBT+ Inclusion



Inclusion of Persons
with Disabilities



Multiculturalism



Happiness & Well-being

Winspire: Advancing Gender Balance



Encouraging cultural change to position **balanced leadership**



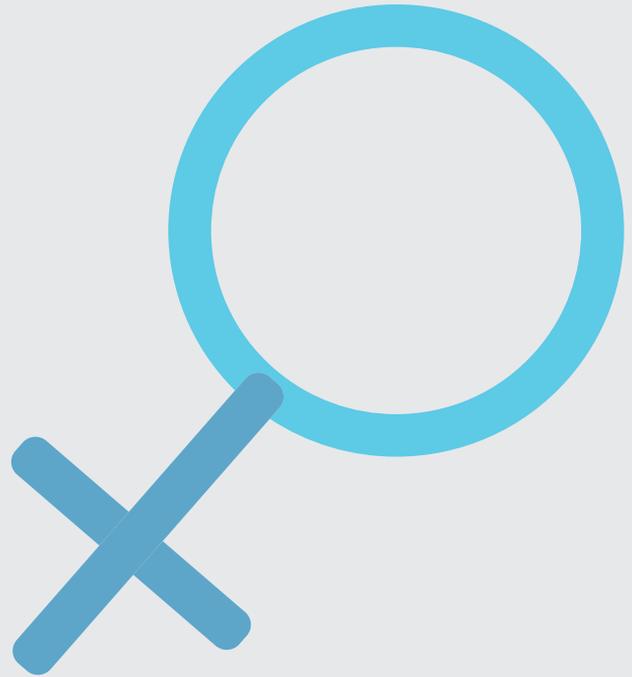
Placing women amidst **building client relationships**



Creating **flexible working conditions**



Providing **equal opportunities** for women



Gender balance in the workplace is about ensuring our colleagues have access to equal opportunities, and the right working conditions to fulfill their potential. Our differences are a source of innovation and inspiration!

Recruit



Attracting talent through inclusive gender focused - recruitment practice

Develop



Advancing women throughout the pipeline via focused interventions and development programs

Retain



Providing tools to balance personal and professional commitments

Promote



Awareness and engagement to provide right enablers for women to excel at Capgemini

Inclusion of Persons with Disabilities



Equal Opportunity Policy (EOP) as per RPWD act for PWD colleagues



Providing opportunity for a **successful career** for all by fostering inclusive workplace environment



Making efforts for necessary and **appropriate physical and digital adjustments**



Breaking the bias - both conscious and unconscious



Promoting engagement and employment of people with disabilities



We strive to work with talented individuals from different backgrounds who share different viewpoints. This enriches our creative solutions, which ultimately adds value to our clients' businesses.

Accessibility



Accessible Infrastructure, IT systems, reasonable accommodation

Career



Non discriminatory recruitment process, training and HR policies

Engagement



Sensitization and cultural change, towards building an inclusive organization

Evangelism



Promoting Inclusion in society through industry and customer connect

OUTfront : LGBT+ Inclusion

Our Lesbian, Gay, Bisexual, and Transgender plus (LGBT+: we use the plus (+) to ensure that we are inclusive of all identities) network OUTfront supports our inclusion ethos, to drive an organization that is more inclusive and better equipped to support colleagues and clients in an increasingly diverse global marketplace.

Adoption



Inclusive policies
Same-sex partner
insurance, Gender
affirmation surgery

Adaption



All Gender
Restrooms
All gender
washroom at
Capgemini offices

Absorption



Hiring Trans
persons to
strengthen the
diversity of our
workforce and
supplier community

Evangelism



Podcast Series
Building
engagement
in safe and
confidential manner

Multiculturalism

Multiculturalism is the phenomenon of multiple groups of cultures existing within one society. As a strongly non-hierarchical business in over 40 countries, with over 100 languages spoken, we benefit from a truly diverse mix of cultures and ethnicities.



Making Flexibility
an Enabler



Culture Brain and Bias:
Art of Addressing
Unconscious Bias

Happiness and Well-being

Happiness is a mental or emotional state of well-being characterized by positive or pleasant emotions ranging from contentment to intense joy. Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and ability to manage stress.



We are determined to respond to an ever-changing world, and as a global organisation and a network of 100,000+ workforce in India, we recognise that we have an important role in leading the way through shaping attitudes, challenging discrimination and developing a workplace where everyone is valued – regardless of their sexual orientation, race, gender identity and expression, religion, or disability. Capgemini in India is committed to cultivating LGBT+ talent and driving equality forward.

- Ashwin Yardi, CEO, Capgemini India



Governing policy

What makes Capgemini a great place to work? An inclusive environment where everyone is heard and gets the freedom to be one's own self. Ever since the founding of the Capgemini Group in 1967, diversity and inclusion have been integral to our business, workplace, and people culture. Embedded in our Code of Business Ethics and reflected in many of our other Group and local policies, diversity and inclusion are at the heart of our core values of honesty, boldness, trust, freedom, team spirit, modesty and fun, established by Group founder Serge Kampf. The principles of diversity and inclusion shape how we work with our clients, partners, suppliers and colleagues around the world.

Diversity and Inclusion (D&I) policy

Capgemini is committed to equality of opportunity and dignity at work for all, irrespective of caste, religion, race, colour, creed, ethnic or national origins, gender, marital status, sexuality, disability, class or age.

POPSH – Policy on prevention of sexual harassment

Capgemini has zero tolerance policy against sexual harassment by fellow employees, supervisors, associates, clients or other non-employees.

Grievance review policy

This policy is in place to provide a forum for employees to escalate their concerns and get them addressed through a formal process without prejudice to his or her position within the company.





Awards & Recognition

2018

EDGE Strategy

Capgemini India received **Economic Dividends for Gender Equality (EDGE) Level Move Certification**, in recognition of our commitment towards gender inclusivity and became the first global IT services organization to be certified as a Level Move organization in India.

LnOD

Capgemini won the Best Corporate Film for Communicating Commitment to Women Empowerment category at the Mega Corporate Film Festival and Awards 2018 organized by Learning and OD (LnOD) Roundtable

JobsForHer

Capgemini has been recognised in the Top5 Most Innovative Practices - DivHERsity Hiring category



2019

EDGE Strategy

Capgemini India has again been awarded the **Economic Dividends for Gender Equality (EDGE) Certification**, in recognition of our commitment towards gender inclusivity.

Our re-certification for the second consecutive term in 2019 is a reflection of our commitment to gender equality and distinguishes us as the only IT Services company in India to achieve this.

JobsForHer

Capgemini has been recognised in the Top5 Most Innovative Practices - DivHERsity Hiring category

ASSOCHAM

Capgemini India won multiple awards.

1. Winner in the Best Employer for Women category;
2. First runner up in the Best Company for Policies on Diversity & Inclusion category and
3. Second runner up in the Best Employer for Persons with Disabilities.

UBS

Capgemini was recognised as Best Organisation for Women Empowerment in September 2019

GIWL

Capgemini India won Women Empowerment Summit And GIWL Awards 2019

2020

JobsForHer

Capgemini India was won multiple awards at AccelHERate and DivHERsity Awards 2020 held on Tuesday 25 Feb at Bengaluru.

We were recognised in the Top5 and Top20 category for our innovative Diversity and Inclusion programs, policies and practices.

- Top5 Most Innovative Practices- DivHERsity policies
- Top5 Most Innovative Practices- DivHERsity programs
- Top5 Companies in DivHERsity (Large Enterprises)
- Top20 Most Innovative Practices – Women L&D Programs
- Top20 Most Innovative Practices – Women Returnee Programs
- Top20 Most Innovative Practices – DivHERsity Hiring
- Top20 Most Innovative Practices – DivHERsity Programs
- Top20 Most Innovative Practices – DivHERsity Policies
- Top20 Companies in DivHERsity – Large Enterprises



About Capgemini

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group 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. Today, it is a multicultural company of 270,000 team members in almost 50 countries. With Altran, the Group reported 2019 combined revenues of €17 billion.

Learn more about us at

www.capgemini.com

Learn more about us in India

www.capgemini.com/in-en/

Learn more about Diversity and Inclusion focus in India

www.capgemini.com/in-en/careers/diversity-and-inclusion/

For more information write to:

inclusion.in@capgemini.com

People matter, results count.

This document contains information that may be privileged or confidential and is the property of the Capgemini Group. Copyright © 2019 Capgemini. All rights reserved.

Rightshore® is a trademark belonging to Capgemini.