

Capgemini Corporate Responsibility & Sustainability

Positively impacting our future, our clients, society and the planet



“

For Capgemini, the principles of corporate responsibility and sustainability go far beyond legal compliance and philanthropy. They are no longer specialist or peripheral activities, but real requirements for all parts of our organization.”

Paul Hermelin,
Group Chairman and CEO





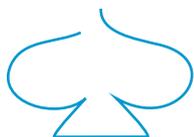
Capgemini Corporate Responsibility & Sustainability

“In today’s unpredictable business environment, the need for responsible business practices is more critical than ever. We believe that Corporate Responsibility and Sustainability delivers added value to our stakeholders – clients, employees, shareholders, investors, suppliers, business partners, the communities in which we operate and the environment. Our vision is to be leaders in sustainable excellence through a bold and influential approach, positively impacting Capgemini’s future, our clients, society and the planet.”

James Robey,
Group Corporate Responsibility & Sustainability Director

Capgemini's approach to Corporate Responsibility & Sustainability encompasses:

Values and Ethics



It's about who we are and the way we do business.

Built on a foundation of our seven core values, our code of ethics underpins our corporate culture and permeates all of our business practices, procurement behaviors and employee welfare policies.

Environmental Sustainability



We have a deep and measured understanding of our impact on the environment.

We recognize that while we do not manufacture products, the business services we provide can still impact the environment. We are working to reduce our environmental impacts from energy, business travel and waste, while raising employee awareness on the critical issues of sustainable development.

Community Engagement



We strive to have a positive impact on the communities in which we live and operate.

As a major global employer, we work locally, nationally and internationally with charities, non-governmental organizations (NGOs) and local authorities around inclusivity and skills for the future. Around the Group, we encourage the active involvement of our employees in community development.

People Culture



We aim to be the employer of choice for people who wish to flourish in a creative and diverse environment.

Our focus is on the professional development and well being of all our employees by ensuring that both our business practices and our facilities empower our delivery excellence. We have a culture whereby we respect and value the diversity and creativity of all our people.

Client Services



Our clients benefit from our deep understanding of sustainability and our world-class business transformation capabilities.

We deliver long-lasting value with tangible results. We take customer dialogue and feedback very seriously, and look to embed CR&S considerations into our consulting, technology and outsourcing offers.

Our Values and Ethics

Core Values

At Capgemini, the way we lead, work and behave is driven by our core values. Seven shared values have been at the heart of Capgemini since our formation. These values influence the way we meet client needs while respecting the regulatory requirements of each country in which we operate, and the way we promote ethically sound practices within Capgemini and in our partnerships. Those values are: Honesty, Boldness, Trust, Freedom, Team Spirit, Modesty, and Fun.

Business Ethics

Capgemini is committed to being an ethical business. Business ethics build trust with our clients, shareholders, team members, suppliers and other stakeholders. They provide the right environment and act as a business enabler to support our clients' ambition and growth.

Capgemini is committed to comply with all applicable competition and antitrust laws and regulations, and rejects any form of bribery and corruption.

More recently, in 2010, Capgemini has issued, promoted and supported a Code of Business Ethics.

Capgemini supports and adheres to:

- The principles of the 1948 Universal Declaration of Human Rights and refuses the use of forced labor and child labor;
- The principles of the fundamental conventions on labor standards of the International Labour Organization;
- The OECD guidelines for Multinational Enterprises;
- The principles of the UN Global Compact Program and has signed on to the UN Global Compact "Caring for Climate" and "Women's Empowerment Principles" initiatives.

Capgemini has set up an Ethics & Compliance organization: a Chief Ethics & Compliance Officer at Group-level supported by local Ethics & Compliance Officers, in charge of implementing the Ethics & Compliance program. As part of this program, every employee receives the Code of Business Ethics and is expected to comply with it and follow specific training.



VALUES & ETHICS

Sustainable Procurement

With supply chains coming under ever greater scrutiny, Capgemini has developed Sustainable and Ethical Procurement guidelines.

We expect our suppliers and business partners to fully comply with all applicable legislation for the products and/or services they provide, and to respect appropriate ethical policies and human rights. Our contracts with our suppliers reflect this approach. Should a supplier fail to respect these sustainable procurement and ethical guidelines, Capgemini is then entitled to terminate the contract.

In our purchasing activities, we pay attention to social impacts and human rights, supplier diversity, environmental impacts, anti-bribery and corruption. Activities throughout our business are predicated on the ten key principles of the United Nations Global Compact.

Supplier Diversity

The Capgemini Supplier Diversity Program was officially launched May 15, 2012. The program consists of providing opportunity to the Minority, Women and Disabled-Veteran owned suppliers (M/WBE-DVBE) who strive to bring value to our company by helping us meet our customers' diverse needs and improving our position in the consulting and outsourcing marketplace to become an innovative leader in this space.



Environmental Sustainability

At Capgemini, we recognize that we have a role to play in preserving natural resources and biodiversity while combating pollution and climate change. We are committed to minimizing our main impacts on the environment: primarily through energy use, business travel and waste management.



Energy Usage

In today's world, the finite supply of natural resources and the need to abate carbon emissions mean energy use is a critical issue. By reducing energy consumption, we can help to reduce the environmental impacts associated with CO₂ and other greenhouse gas (GHG) emissions.

We are taking action to reduce the impact that our facilities have on the environment throughout their lifespan, by:

- Active monitoring of power consumption to identify opportunities to reduce usage;
- Introducing advanced energy-saving measures such as high efficiency lighting and HVAC (heating, ventilation and air-conditioning) systems, building management systems (BMS) and smart energy systems (SES); and
- Providing training in environmental compliance for key facilities and property managers as well as globally available awareness training for all employees.

Business Travel

Business travel is a particular issue for the professional services industry. While recognizing the critical importance of face-to-face time spent with our clients, we continue to take pragmatic steps to reduce our travel-related impacts.

We have:

- Introduced video-conferencing and other tools to aid remote and global collaboration;
- Encouraged the use of public transport including special company bus services and rail passes in certain countries; and
- Provided virtual working and flexible working hours to enable employees to work remotely and travel outside peak periods.

Waste Management

Capgemini uses the 'reduce, recycle, reuse' principle to drive our approach to waste management, encouraging recycling initiatives and individual responsibility while implementing ways to reduce non-renewable resource usage.

We have introduced schemes to:

- Provide recycling facilities for paper, cardboard, glass, aluminum, printer toners, plastics and electronic waste depending on available local facilities;
- Discourage unnecessary printing and encourage double-sided and black and white printing and photocopying when essential;
- Ensure that all electronic equipment is recycled in accordance with local legislation.



Awards and Accreditations

ENVIRONMENTAL AWARDS AND ACCREDITATIONS

Capgemini understands the importance of collaboration and actively participate in a number of sustainability initiatives. We are proud to have received a number of external awards and accreditations.

Capgemini is a member of FTSE4Good, and has been ranked C+ in the Oekom Research AG Corporate Rating Index. This classifies Capgemini Group as “Prime” and consequently qualifies our tradable bonds and shares for ecologically and socially based investment.

Our Merlin data center, the most sustainable in the world, has won green data center awards from Data Centre Dynamics (2010) and the Uptime Institute (2011), was a runner up in the Guardian’s Sustainable Business Awards (2011) and received an EU Code of Conduct Data Center Award (2013). Our Global Outsourcing Business ranked 4th in the Green Outsourcing Survey measured by the Black Book Top Green Outsourcing Vendors survey.

Capgemini UK was listed in The Sunday Times 60 Best Green Companies each of the last three years the list was published (2009, 2010, 2011).

Capgemini became the first large IT company in Norway to be honored with the Green Beacon certificate for demonstrating outstanding environmental performance based on a number of measures.

Capgemini has been certified to ISO14001 in Belgium, Brazil, France (Sogeti), the Netherlands, Portugal, Spain and the United Kingdom. Additionally, Capgemini UK has received EMAS accreditation for its environmental program, the only company in our sector to currently hold this accreditation.

Capgemini was named winning partner of Oracle’s “Enable the Eco Enterprise” award in 2009 (with San Diego Gas & Electric) and in 2010 (with Farmer’s Insurance).





Community Engagement



Capgemini has a long tradition of engaging with the communities in which we work. We actively encourage employees at all levels to get involved, and operate in communities across the world both from our network of offices, from our client sites and our Rightshore® centers. Our community strategy, therefore, focuses on local, national and global initiatives. Recognizing our responsibility to contribute to the development of the talent and skills of the wider communities in which we operate, our community engagement principles concentrate chiefly on education and development.

Education

With one third of our employees based in India, Capgemini offices around the world have partnered with the Naandi Foundation, one of India's leading charities that works to eradicate poverty. Through the organization's Nanhi Kali program, Capgemini and its employees offer Indian girls dignity, education, equality and empowerment: the same attributes that our people seek for themselves.

Today, we're one of Naandi's largest corporate sponsors of Nanhi Kali internationally and the second largest sponsor overall. Capgemini is proud to have supported the education of thousands of Indian girls through this program and to be the pioneering force behind the Hamari libraries. To date, we have established support for 22 libraries in both urban and rural schools across India.

Naandi Norway, the first Naandi Foundation established outside of India by Capgemini Norway, received the 2009

Harry Hole award, designed to acknowledge organizations working to prevent illiteracy.

Development

Capgemini and our Sogeti division actively participate in PlaNet Finance, an international non-profit organization created to help the world's poorest people fulfill their professional economic potential through micro-financing.

Our involvement in PlaNet Finance goes beyond financial support: we also provide technological expertise and critical IT systems support enabling PlaNet Finance to invest more time and money in micro-finance initiatives. Since 2005, we've managed the organization's computer system by hosting computer applications including intranet, electronic messaging and online training and in 2012 helped launch the MicroWorld platform.

Digital Engagement

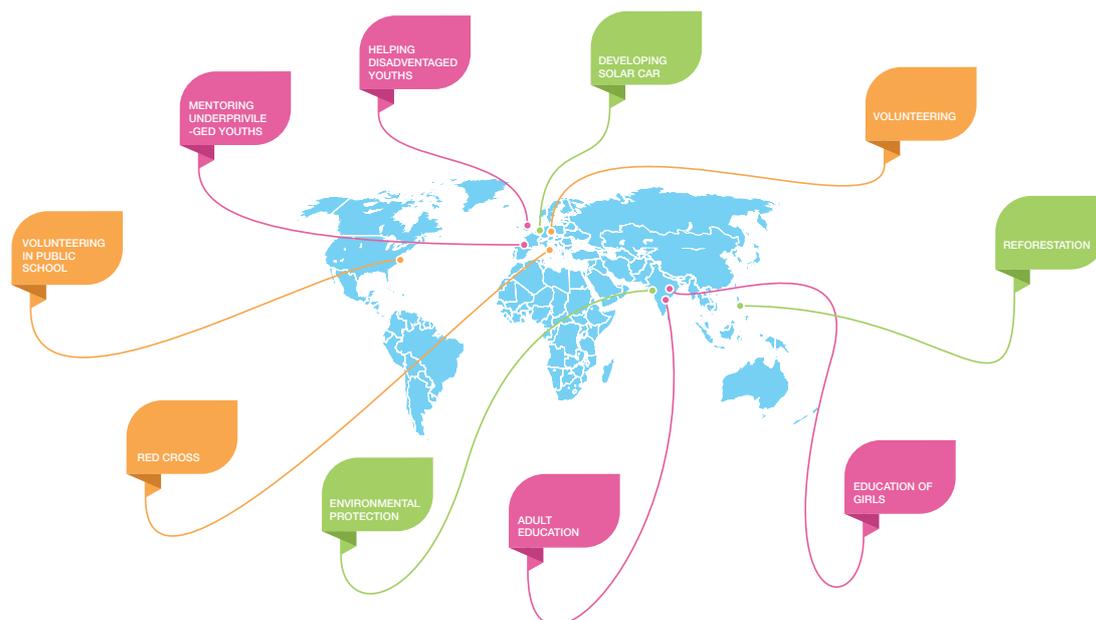
The march of digitization and social media has opened up a world of possibilities for hitherto disenfranchised or unconnected communities. Capgemini can cite several examples where we have enabled better communication and addressed community needs through the deployment of digital platforms.

Digital Engagement - Schools 2.0

Working with our technology partners Microsoft and Intel, Capgemini Italia has changed the lives of students in the southern Italian region of Apulia. Through the deployment of technology and exploitation of digital platforms, students can now read course books, write and retrieve notes written on an electronic blackboard by teachers. It is also possible to send lessons in multimedia mode, share information and perform meetings among school-family-students.

Collaboration tools inspired by social networking allow teachers and students to interact in a virtual school environment. School materials are shared electronically around the virtual community and communications are multi-faceted, ranging from teacher-student and teacher-classroom to teacher-family – eliminating the prospect of long afternoons spent queuing in front of classrooms.

Around the Group, Capgemini and our employees contribute to a wide range of initiatives through volunteering, pro bono consultancy as well as fundraising and direct contribution.



Belgium

We are one of the companies sponsoring the Belgian Punch Powertrain Solar Team. Seventeen students form the basis of this team. They have 15 months to design and the construct a solar car, in order to participate in the 2013 World Solar Challenge, the world championship for solar cars. The team members come from the electro-mechanics and electronics streams of Group T – at the International University of Leuven.

France

In France, Capgemini and Sogeti partner with the “Nos Quartiers ont des Talents” organization, which helps young graduates from disadvantaged areas find gainful employment. Approximately 30 of our employees, some of whom are members of the executive committee, mentor graduates each year.

Capgemini France is the main partner of Tadeo, a communication platform which allows deaf and hearing-impaired people to receive and make phone calls, participate in meetings and be trained in all autonomy. Tadeo provides a wide range of real-time remote services such as: Instant Speech-to-Text Transcription (ISTT), Visio-interpretation in French Sign Language, Cued Speech Transcription (CST), Lipreading associated with Transcription (RepeaWriting – RW).

Germany

In Germany, Capgemini supports a number of diverse projects. Our employees can suggest local volunteering opportunities and more than 200 colleagues have given up their time to support these initiatives. The activities range from painting a kindergarten, PC drivers licences for kids and advice for long-term unemployed people.

Additionally, we have founded Naandi Deutschland e.V., a local initiative as part of our global engagement with the Naandi Foundation.

India

In India, our mission is to enable employee-driven social initiatives that make a positive contribution to society, and make a difference to the lives of the people who are less privileged. We partner with more than thirty organizations working in the areas of adult and early learning, skills and capability building and environmental protection. Our involvement includes funding, volunteering, marketing, creating websites, writing blogs and publishing newsletters. WeKare is active in all Capgemini India locations – Bangalore, Chennai, Gurgaon, Hyderabad, Kolkata, Mumbai and Pune.

In addition, we partner with two national charities Naandi and Give India to support girl child education and employability.

Italy

Capgemini Italy recently won an award for their significant work with the Red Cross. In collaboration with the Red Cross, our Italian business has developed a first-aid course that is delivered not just in our own organization but across our clients, too.

Capgemini Italia has also developed integrated digital platforms to bring virtual education to children in hospitals and schools in southern Italy.

The Netherlands



Working with Sport & Business, we have rolled out a Company Sports Program in 2013. Challenges were organized around running, cycling, tennis and squash with the enthusiasm and participation of employees exceeding all expectations. In June 2013 Capgemini Young Professionals – with a realistic plan that meets the current needs within the company and provides interconnection – won the Young Professional Vitality Battle 2013, a battle between companies, organized by Sport & Business.

North America

In North America, Capgemini conducted a regional day of service, branded 'Capgemini Cares'. A thousand employee volunteers united and served side by side with other colleagues in their local communities at 21 sites across the US and Canada. Each community service project was identified by a local team and included everything from supporting the local food bank, or cleaning up a local park, to assisting at a local homeless shelter. In one day we completed over 3000 volunteer hours in communities where we work and live.

Norway

Capgemini Norway supported a client in opening a further 10 Hamari school libraries in Mumbai and continues to back project Nanhi Kali as its global Community Engagement initiative.

Philippines

Capgemini Philippines signed a one-year contract with GEA Timber Ventures Inc. to finance and help with reforestation by planting trees on land in Bambang, an area that is home to the indigenous Aeta community.

Poland



Capgemini Poland's grant program 'We invest in good ideas' was recognized in 2013 receiving the European Outsourcing Award in the Corporate Social Responsibility category.

Our Polish colleagues also give up four months of their own time to participate in a remarkable initiative called Project Theater. Under a professional director, our talented people rehearse and stage a play to raise funds for the Siemacha association, which runs socio-therapeutic institutions for children, institutions of emergency care and education and psychotherapy centers

Sogeti (Global)

Sogeti has worked with PlaNet Finance since 1999 providing vital support to the organization, helping it grow and focus on its core mission by providing technological expertise and IT support. MicroWorld is a subsidiary of PlaNet Finance and is the first European online platform where employees can learn about, browse and select micro entrepreneurs to support by making a small loan. By choosing a micro entrepreneur an employee can invite other colleagues to support the entrepreneur as well. Throughout the year, the lender receives information on how the micro entrepreneur is doing, allowing lenders to truly get involved.

In 2012 we launched the MicroWorld platform in France and Ireland, The Netherlands, Sweden, Norway, Denmark and Germany. Since the the beginning of our involvement, 1165 projects of micro entrepreneurs have been co-funded with 70,060 euro and 1106 members.

United Kingdom

In the UK, Capgemini is a leading member of Business in the Community (BITC), a business-led charity working with companies to improve their business performance while creating a sustainable future for people and the planet.

Additionally, Capgemini UK is a prominent supporter of two charities that help disadvantaged youth, namely The Prince's Trust and BBC's Children in Need.

People Culture

Capgemini has always placed an exceptionally strong focus on recruiting and retaining a talented and diverse pool of extraordinary people.



Diversity and Inclusion

With more than 130,000 employees in 44 countries representing 120 nationalities, Capgemini is proud of its cultural diversity. Diversity has many facets including gender, sexual orientation, disability, ethnicity, age and lifestyle. At Capgemini, our definition of diversity also includes dimensions such as experience, personality, communication and working styles - all part of diversity of thought. Our differences are a source of innovation and inspiration. Inclusion means having a working culture where our diversity is valued enabling us to generate new ideas, anticipate market trends, and be thought leaders in our chosen markets. We view diversity and inclusion as both a strategic advantage and an ongoing opportunity.

In 2011 we launched our Global charter for Diversity and Inclusion to formalize our active promotion of the principles of diversity in our employment practices. Our aim is to encourage individuals from diverse backgrounds who are innovative, enthusiastic, culturally aware and committed to delivering a truly collaborative experience to our clients.

Career Management

Capgemini believes in offering an opportunity for a successful and rewarding career - not just a job. Each employee has his or her own personal aspirations, motivations and career preferences. We developed a Career & Competency Framework, designed to help employees to develop in a wide variety of different roles, with the clarity required to support clear career progression, and the flexibility to let our people take charge of their own career. When appropriate, we support our people to progress their careers by taking opportunities outside of the organization.

As a global organization, our clients expect consistency of services and uniform excellence, regardless of where we deliver. The Career & Competency Framework defines and describes a standard set of roles for our businesses independent of our people's region, business unit, project, account, sector or technology specialization.

Communication and Employee Engagement

Effective communication is a precondition for the open and honest culture that prevails at Capgemini. It is also essential for effective knowledge dissemination, sharing success and creating a sense of belonging within teams, at both the Group and local level.

Digital platforms such as our global and regional intranets – called Talent - underpin most of internal communications. Our internal social media platform, Yammer continues to grow and now boasts over 53,000 profiles and enables inclusive, two way dialogue across all levels of the company.

Capgemini also demonstrates its commitment to formal two-way dialogue through its approach to employee representation. The company upholds the laws of representation and recognizes the importance of constructive dialogue between employees and management in shaping key decisions that affect how the Group is run.



Group HR Director Jeremy Roffe-Vidal reveals five imperatives to managing a global talent pool.

1. Dialog is absolutely fundamental.

We place more focus on using technology like conference calls or videoconferences and social media platforms; this has brought people closer to one another. I also think that interactions have become faster, simply because you don't have to wait for somebody to travel somewhere; you just pick up the phone. However, technology must never replace the dialog between manager and employee.

2. I'm a big fan of e-learning.

This has allowed us to increase training participation by a phenomenal amount. While most companies have been forced to reduce their training budgets, we are actually increasing it, mainly by using e-learning, because using this medium enables employees to access content from anywhere in the world through the internet, and that type of training will enhance performance within the organization.

3. It has to be accessible to everybody across the company.

This is essential when you are a global firm, because our clients appreciate having knowledgeable people on the other side of the line. We have to ensure we constantly train people. This is especially important in a fast-moving technology environment; we have to keep up with that. E-learning puts the employee at the center of the training.

4. We are resilient.

Of course, we are impacted by economic downturns, but probably not as much as other types of industries. As an industry that is founded on having knowledgeable, flexible employees, we will always be recruiting. And we've built a more loyal workforce as we have continued to invest in our people. People come into our company because they want to develop a career.

5. Our workforce understands the new technology environment.

Whether it's an economic crisis or a technological revolution, we know such game-changers impact everyone, and we need to train our people in order to help them through this evolution.

Women! @ Capgemini .

Based on the fundamental principle of "equal opportunities, equal chances", Women@Capgemini is a global program launched in 2012 supported by our Chairman and Group CEO, Paul Hermelin, to set overarching guidelines and a concrete action plan around gender diversity across the Capgemini Group. The program is articulated around 4 pillars: Recruitment, Development and Retention of women, as well as change of Corporate Mentality. This program is destined to leverage all talents in the organization, to deliver better results to our clients, partners, shareholders and employees.

For more information please visit
www.capgemini.com/womenatcapgemini

This article originally appeared in Business Management magazine, and is reprinted with permission of GDS International.



Client Services

As a service provider, we have an opportunity to help clients with their own carbon challenges in terms of the advice that we offer and solutions that we design and deliver. We also recognize that operational efficiency is a key factor in ensuring longevity for our clients and that this often goes hand in hand with reduced carbon emissions. Therefore, considering sustainability principles through our service offerings ensures clients can meet the rising demands of regulation, competition, rising operational costs and mounting scrutiny upon the consumption of resources.

Sustainability is embedded into many of the solutions we offer. By fostering innovation, it provides concrete benefits to our clients. Some of our key solutions include:

Our Smart Energy Services cover the full spectrum of smart metering, smart grid, smart home and smart analytics solutions. Furthermore, our business models and sustainable energy model helps our clients to tailor and develop sustainable development strategy in the energy and utilities sector.

Our award-winning and highly sustainable Merlin Data Center, provides our clients with cost-effective, secure, resilient, flexible and environmentally considerate services.

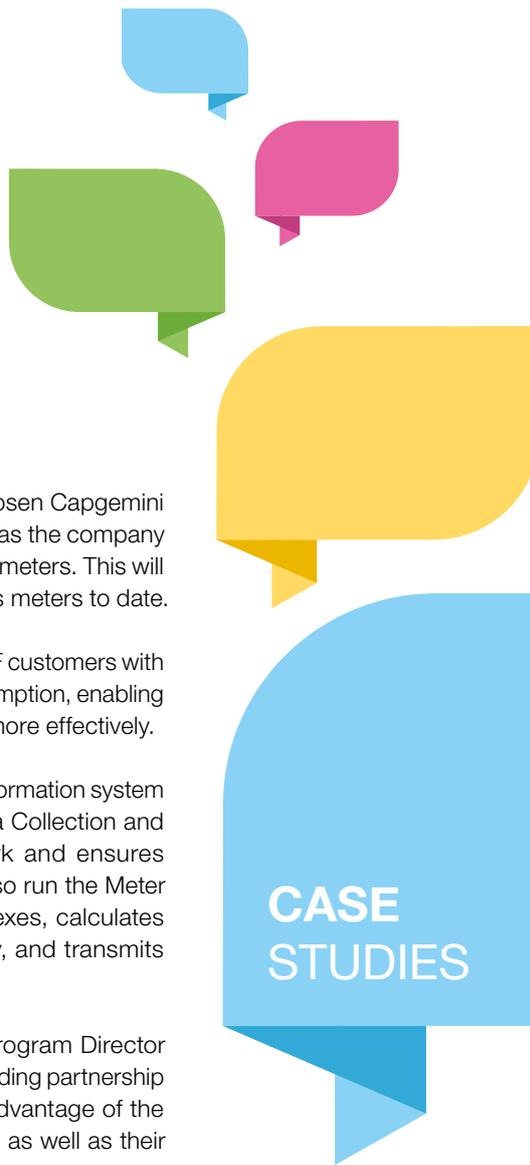
Our Sustainable Procurement Offering embeds sustainable procurement into the client's current operations.

Capgemini's approach to Lean thinking (known as BeLean™) provides a method both for sustaining the planet and for supporting business growth.

Closed loop supply chain consulting focuses on designing and using sustainable biodegradable materials, as well as re-use of materials in the production processes and logistics.

Capgemini's cloud computing advisory and consulting services assist organizations in integrating cloud computing into their IT and business strategies.

		Capgemini sustainability-based services		
		Design	Build	Run
Sustainability Business Drivers	Increasing need for waste management and recycling	Manufacturing and retail sectors expertise to advise on sustainable best practice	Implementation of LEAN and closed-loop supply chain processes	Services delivered from sustainable data centers Managed, integrated and orchestrated services
	Increasing scarcity and cost of raw materials	Advice and guidance on supply chain optimization	Implementation of georeferencing, inventory tracking, cost analysis systems	Services delivered from sustainable data centers Managed, integrated and orchestrated services
	Compliance	Compliance advice and guidance	Provision of controls, monitoring, and real time visibility to compliance	Fully compliant services delivered from sustainable data centers
	Changing company culture	Advice and guidance of new ways of working Digital transformation	Implementation of mobility applications, cloud services	Managed desktop services delivered from sustainable data centers
	Changing consumer trends	Sector expertise and access to data on consumer expectations Digital transformation Community presence	Implementation of BYOD infrastructure Implementation of retail digital platforms	Managed, integrated and orchestrated services
	Reducing carbon footprint	Compliance advice and guidance Smart meter assessment Smart city consultancy	Implementation of carbon reporting and data gathering. Implementation of smart metering services	Managed desktop services & Sustainable data centers Smart Energy Services Carbon accounting services



Case Studies

GrDF, France

Europe's largest natural gas distributor has chosen Capgemini as its information system development partner as the company equips 11 million French homes with smart gas meters. This will be the world's largest deployment of smart gas meters to date.

The roll-out of the smart meters will provide GrDF customers with real-time knowledge of their exact energy consumption, enabling them to monitor and control their energy bills more effectively.

Capgemini will be in charge of developing the information system for the new meters, specifically the Meter Data Collection and Monitoring system that controls the network and ensures regularity of data collection. Capgemini will also run the Meter Data Management System that operates indexes, calculates consumption, controls meter readings quality, and transmits them to the billing systems.

Patrick Dardoise, GrDF's Gas Smart Meter Program Director added: "This program is the fruit of our long-standing partnership with Capgemini, and enables us to take full advantage of the Capgemini teams' knowledge of our business, as well as their expertise in smart metering systems"

Environment Agency, UK

Our award-winning Merlin data center in Swindon, UK, hosts many clients including the UK government's Environment Agency – an organization charged with protecting and improving the English environment and to promote sustainable development.

Merlin's outstanding sustainability credentials are an essential pre-requisite to delivering IT services to organizations such as the Environment Agency and have been recognized by many sustainability and data center bodies including the European Union through the awarding of the prestigious Code of Conduct Award for Data Centers.

Chris Howes, Head of Corporate Information Services at the Environment Agency, said, "As official endorsers of the EU Code of Conduct for Data Centers, we'd like to congratulate the team in Capgemini on achieving this recognition. We're proud to be associated with the Merlin data center, where a growing number of our own services are sustainably and securely hosted. Energy efficient data centers are a vital part of mitigating the carbon cost of IT. Capgemini's success is a great example to anyone providing IT services of how to improve the energy efficiency of data centers."



Philips

When the global engineering and electronics business Philips undertook an extensive study into the sourcing of renewable energy, they enlisted the advice and guidance of Capgemini's expert team of researchers to support the Philips Corporate Sustainability Office (CSO).

In the first phase of a two-phase program, the joint team processed data using a sophisticated model calculating the portfolio results for different energy price scenarios and various internal preferences and options. The second phase focused on pre-assessing the local feasibility on the manufacturing plants with local Philips experts and calculating the business cases for all sites.

Robert Metzke, Senior Director, EcoVision Programme, Philips observed, "Capgemini proved to be knowledgeable on the subject. We solicited several companies for their approach to the research, and it was Capgemini Consulting that convinced us of their aptitude. The team delivered solid project management for the global survey, as well as carrying out the actual desk research itself. As a direct result of these efforts, Philips has adopted a global policy for sourcing energy from renewable sources and is considering generating part of this energy on-site."





For further information please contact:

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About Capgemini

With more than 130,000 people in 44 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2012 global revenues of EUR 10.3 billion.

Together with its clients, Capgemini creates and delivers business and technology solutions that fit their needs and drive the results they want. A deeply multicultural organization, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

Learn more about us at

www.capgemini.com

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