



## Capgemini Environmental Policy Statement for Capgemini Polska Sp. z o. o.

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. Our business activities are delivered from both our own network of offices and data centers as well as at our clients' sites and other remote locations.

This policy statement applies to all offices managed by Capgemini within Poland, all Poland employees, and suppliers retained by Capgemini within Poland.

We recognize that our business activities have impacts on the environment and we are committed to continually improving our environmental performance and to working with our clients to help them reduce their environmental impacts. We manage our environmental impacts through the implementation of a global environmental performance management system which is certified to ISO 14001 standards.

We are committed to identifying and complying with all legal and other relevant requirements relating to the environmental impacts of our operations, and to the prevention of pollution through the adoption of appropriate controls.

Specifically, we expect our Poland operations to:

1. Have a full understanding how to quantify and track our environmental impacts (at a minimum, our greenhouse gas (GHG) emissions), in line with our statutory reporting requirements.
2. Identify and implement energy saving initiatives within our portfolio of offices to reduce Poland's energy Consumption, support Poland's transition to renewable energy and help reduce associated GHG emissions
3. Implement initiatives to minimise travel (and in particular air travel) and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
4. Implement initiatives to reduce the amount of waste we generate, and to maximize the percentage of our waste which is recycled.
5. Have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our environmental objectives, particularly in relation to carbon emissions, reducing energy consumption, and minimising waste.
6. Consider, where possible, the environmental impacts and risks when working with clients and manage our environmental impacts in accordance with this policy.
7. Consider, where relevant, the environmental impacts of distribution and logistics.

Performance against our objectives and targets, and this Environmental Policy will be reviewed at least annually.

**Agnieszka Sobuś**

Position: Corporate Real Estate Services - Manager

**Ewa Gołębowska-Krzyżan**

Position: Vice President | Country Head of HR

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**Document Owner:** Elżbieta Sieniawska CSR Country Lead for Poland [elzbieta.sieniawska@capgemini.com](mailto:elzbieta.sieniawska@capgemini.com)