

Honesty  
Conflict of interest  
People  
SpeakUp  
Business Integrity  
Open

# Our Ethics for you

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**Ever since the foundation of the Capgemini Group by Serge Kampf in 1967, ethics have been a fundamental way of how we work. Honesty, integrity, and openness have always been among our top company priorities. Today, as we enter a new era where ethics and compliance are becoming mandatory with an increasing number of clients and other stakeholders, our high ethical standards will continue to be a competitive asset and a key part of how we do business.**

We have always prided ourselves on sharing our core values and principles. And this new era—which brings with it the opportunity to embrace new cultures and open our minds to new ways of thinking—will be no exception. Indeed, we will take our obligations and responsibilities more seriously than ever in order to create mutual value with all those with whom we work.

We owe our **clients**, first of all, our strong adherence to business obligations. It is by offering the business and technology solutions and the expertise that fit their needs, and by delivering the results they expect, that we can build and nurture longstanding relationships with our clients, based on mutual trust.

We remain constantly accountable to our **shareholders** for achieving profitable and sustainable growth, and providing accurate business and financial information in a transparent and timely manner.

Caring for our **team members**, paying attention to their career development and wellbeing, offering challenging objectives and fair rewards, and ensuring a diverse workforce and work environment, are all-important to our overall success as a people company.

Conducting business on a fair and ethical two-way basis with our **alliances, our partners, and our suppliers**, and acting in compliance with our sustainable procurement principles, are vital to achieving mutual respect and success in business partnerships.

Finally, we pay special attention to the **communities** in which we operate and in which we live by acting in a socially responsible manner. We are involved in numerous community programs, and are committed to minimizing the impact of our business activity on the environment through an ongoing drive towards sustainability.

As we advance in this new era—which is an era of opportunity, but not at any price—we will remain fully committed as a Group to demonstrating unquestionable ethical behaviors, to respecting our ethical principles, and to upholding our ethical values in all that we do.

A handwritten signature in black ink, appearing to read 'P. Hermelin', written over a horizontal line.

**PAUL HERMELIN**  
Group Chairman & Chief Executive Officer

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**Capgemini is committed** to business ethics. 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.

**Capgemini has been guided** since its creation, by seven core Values. Our internal "Blue Book" reflects the way our processes integrate these Values. Since 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 up the UN Global Compact "Caring for climate" initiative.

**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.

**Capgemini has been recognized** as one of the most ethical companies by the Ethisphere Institute (2013-2018).



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**Capgemini is acting to get** any Group's team member, at any level of the Group, adhering to the seven core Values and principles expressed in our Code of Business Ethics. In particular, this involves:

- > As a basic rule, to respect international, national and local applicable laws and regulations;
- > To respect all health and safety applicable rules and contribute to a safe and inclusive work environment;
- > To act responsibly in the market-place by complying with all applicable competition laws and regulations, complying with all applicable anti-bribery and anti-corruption rules, by avoiding conflicts of interest and not to engage in insider trading, by providing accurate and correct business and financial information;
- > To build honest and clear relationships with clients, alliance or other business partners, and suppliers;
- > To maintain the security and integrity of the assets of the Group and those under our control;
- > To support the communities and respect the environment in which we operate.

Such behavior is important for respecting, defending and upholding the Group as an ethical and responsible business and for protecting our reputation. It is an ongoing commitment to maintaining and promoting world class standards of business integrity and trust wherever we operate.

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Our seven Values lie at the heart of everything we do.

# HONESTY, BOLDNESS, TRUST, FREEDOM, FUN, MODESTY, TEAM SPIRIT

Team spirit

Honesty

Boldness

Modesty

Trust

Fun

Freedom

## Our Code of Business Ethics

The Way We Work and Behave

### 1. Our Code of Business Ethics

What is our Code of Business Ethics?  
Who is it for and what are our roles?  
SpeakUp

### 2. People

Health and safety  
Equality, diversity and inclusion  
Harassment  
Open dialogue  
Behavior at work and work-related events

### 3. Business Integrity

Fair competition  
Bribery and corruption  
Conflict of interest  
Insider trading  
Accurate and correct business and financial information  
Political activities

### 4. Business Relationships

Working with our clients  
Working with our alliance and other business partners  
Working with our suppliers

### 5. Group and Third-Party Assets

Intellectual property  
Confidential information  
Protecting personal data  
Appropriate use of Group and third-party assets and resources

### 6. Corporate Social Responsibility

Contributing to the communities  
Minimizing our impact on the environment

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Learn more about us at

[www.capgemini.com](http://www.capgemini.com)



**People matter, results count.**