

## Capgemini

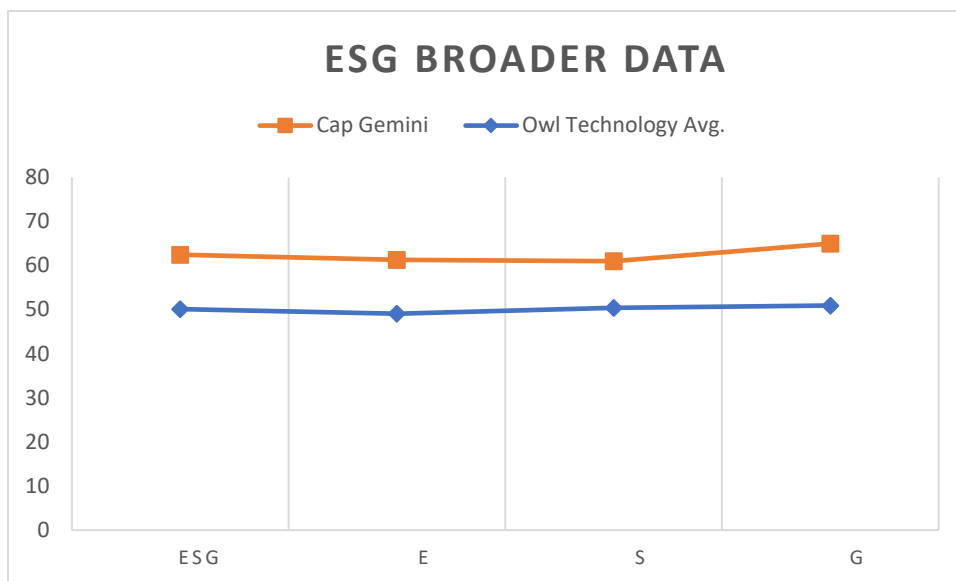
A leading technology consulting company based in France, Capgemini stands out for its positive stance on a wide range of corporate social responsibility issues. It is certainly in a position to tell its clients to “do as I say and as I do.”

Capgemini has been included on Ethisphere’s list of the World’s Most Ethical Companies each of the last seven years. The award recognized firms for exemplifying and advancing corporate citizenship, transparency and the standards of integrity. It was one of only three French companies to make the list.

It has received an ‘A’ rating from the Carbon Disclosure Project for its work on Climate Change. Capgemini was the first IT services and consulting company to publish approved science-based targets consistent with the COP21 2015 Paris Agreement to keep temperatures below the 2 percent centigrade threshold. It has a goal of reducing its carbon footprint per employee by 20% by 2020 and 40% by 2030 (against its 2014 baseline level.) It surpassed this target two years early by recording a 21% reduction in 2018. The company achieved a 9% absolute reduction in greenhouse gas emissions during a time that the workforce grew by 15% and revenue was up by 11%.

Capgemini has won numerous awards for being a superior employer. For example, it receives a perfect score from the Human Rights Campaign for its policies on LGBTQ issues. It also has consistently appeared on the Stonewall Equality Index which recognized the top companies in the UK on these same issues. It was named as one of the 50 Best Employers by *Glassdoor* (as chosen by employees) and one of the 50 Best Employers for Women according to the *Financial Times*. Capgemini has received a Global Gender Equality Certification in the UK for its efforts to create a fair workplace. In its most recent report, it did note that women were paid 1.6% less than men in similar jobs.

EcoVadis is the leading firm rating companies on a broad range of environmental, labor, human rights and sustainable procurement issues. Capgemini receives a gold rating for its efforts.



Source: OWL SHARES

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