

# CAPGEMINI EU SUSTAINABLE CONSUMPTION PLEDGE

March 2023





## Capgemini EU Sustainable Consumption Pledge

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 360,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fuelled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. Capgemini works with a wide variety of companies, including in the consumer products & retail, manufacturing and telecommunications sectors, to guide them through a rapidly changing business, technology and environmental context, helping them enhance the sustainability outcomes for their end-consumers.

To boost our impact, we focus on eight ESG priorities approved by our Board of Directors. In short, we (1) act on climate change, (2) lead to low-carbon economic transition by supporting our clients to achieve their environmental commitments, (3) relentlessly invest in our talent, (4) enhance a diverse and inclusive work environment and (5) support digital inclusion in our communities. We also need to (6) foster a diverse and accountable governance, (7) maintain high ethical standards at all times for mutual growth and increase digital trust by (8) protecting and securing both our own and our clients' data.

### Carbon Footprint Pledge:

We have a strong commitment to act on climate change with an ambition to become a net zero business by 2040 and net-zero targets that have been approved by the Science-Based Targets initiative (SBTi) as being in accordance with the Corporate Net-Zero Standard. Overall, our focus is on decarbonization, with a goal to reduce our absolute Scope 1, 2 and 3 emissions by at least 90% by 2040 compared to our 2019 baseline emission.

To help us achieve this goal, we have set ourselves the following targets for 2030 (which cover over 95% of our combined total Scope 1, 2 and 3 emissions):

- To reduce our Scope 1 & 2 emissions by 80% against a 2019 a baseline\*
- To reduce our Scope 3 business travel emissions per employee by 55% against a 2019 baseline\*
- To reduce our Scope 3 commuting emissions per employee by 55% against a 2019 baseline\*
- To reduce our Scope 3 emissions from purchased goods and services by 50% against a 2019 baseline

This is supported further by the following linked targets:

- Transition to 100% renewable electricity for our offices and data centers by 2025 and maintain 100% every year after 2025\*
- Transition our lease cars to 100% electric vehicles by 2030, with no pure petrol or diesel cars to be ordered from 2021 onwards

We are currently in the process of defining additional interim milestones, which will be announced in our next Group Environment Report, due for publication by July 2023.

\*Our performance against starred targets is monitored each year by a third party auditor and our intention is for all these targets to be monitored by 2024.

### Circularity Pledge:

Managing our waste effectively is important in terms of minimizing our use of finite natural resources, reducing harmful impacts associated with waste disposal and is a tangible, visible way of demonstrating our environmental commitments to our employees. In 2019, we generated 6,333 tons of waste globally, which equates to approximately 24kg per employee. Our focus is on embracing circularity and reducing the volume of waste we generate, with a **2030 target to reduce the weight of waste per employee by**



**80% by 2030** against a 2019 baseline. This starts with a focus on what we procure, ensuring we build circularity into the selection process, for example by prolonging the lifetime of equipment, phasing out single use items and making choices based on longevity and reusability.

We are also working on reducing the impact of waste disposal, with **a target to reduce the amount of waste that is sent to landfill to zero by 2030 and to reduce incineration rates to below 5% of total waste by 2030.**

We are currently in the process of defining additional interim milestones, which will be announced in our next Group Environment Report, due for publication by July 2023.

Our performance against these targets will be monitored by 2024.

### **Communication and Reporting:**

We are committed to transparently reporting on our environmental impacts, including on the progress of our carbon footprint and circularity pledges, which will be reported both in our Universal Registration Document and our Sustainability Report, available on our website and made available on the European Commission website too as part of this pledge. As part of these reports, the performance against all key targets will be audited each year by an external auditor.

As part of our commitment to leading on sustainability, we will continue to review and evolve the pledges and targets we make and the milestones supporting those, in response to our own learning, as well as developments in terms of science, industry best practice and regulation. We will be transparent in communicating any changes we make to our targets and in explaining our progress towards those targets.

A large, light blue wave graphic that starts on the left, rises to a peak, and then descends towards the right, framing the text below.

## About Capgemini

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