



Capgemini UK Modern Slavery Transparency Statement

This transparency statement is made pursuant to **Section 54 of the Modern Slavery Act 2015** and sets out the steps Capgemini UK plc has taken to detect and prevent slavery and human trafficking in its organisation and supply chain.

The report has been fully reviewed and updated and constitutes Capgemini UK plc's transparency statement for financial year 2023.

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Introduction

“ I am so pleased that Capgemini in the UK has collaborated with Unseen, the first in our sector to do so, helping to support the important work they do running the UK’s Modern Slavery & Exploitation Helpline. The scourge of modern slavery continues, and the numbers affected continue to grow. All companies have a responsibility to be actively vigilant, and working with such an expert in the field will ensure our program is doing everything possible to address this issue ”

Maria Hughes,
UK Modern Slavery Lead

This transparency statement describes our business and supply chain, our policies covering ethical behaviours, and our standards. It describes the steps we have taken to, insofar as is possible, ensure that modern slavery and human trafficking is not taking place in any part of our supply chains or in our own business.

Training and awareness are key area of focus thereby ensuring both our employees and supply chain are fully alert to the scale of the risk and how to identify instances of modern slavery and where to report it.

In 2023, we progressed our approach and supported the identification and education of modern slavery, by:

- Conducting an in-depth assessment on the supply-chain following the 2023 Walk Free Modern Slavery Report. This one-off report is to ensure that our UK supplier assessments consider the most current data on high-risk commodities and countries – see section ‘Due Diligence / Assessing and Managing Risk’ for more information
- Initiating membership with [Unseen UK](#), a registered UK charity, which will form a major part of our 2024/5 program
- Launching our UK Modern Slavery Working Group. The dedicated group focuses on identifying and embedding best practices across our business – see section ‘About Capgemini’s business and supply chains’ for more information
- Conducting internal awareness sessions providing tailored modern slavery screening guidance to key business areas including Legal, Procurement, Corporate Real Estate Services and Sustainability. This is in addition to our mandatory modern slavery e-training for all available UK employees
- Publishing Capgemini UK wide internal communications – launching the 2023 transparency statement and an article on Anti-Slavery Day – raising further awareness across the UK business
- Evolving our centralised Social Value Hub aligned to the governments Social Value Model. Supporting the development and delivery of social value commitments, to create authentic and sustainable impact across the UK which includes those who are at risk, or have been affected by, modern slavery
- Continuing to help upskill staff and clients of a slavery-prevention charity by providing training on staying safe online through our relationship with Business in the Community

Capgemini Group’s [seven values](#) inspire our ethical culture, with people at the heart of our business. In early 2024 for the twelfth year running, Capgemini Group has been named as one of the [World’s Most Ethical Companies by the Ethisphere Institute](#).

Our pledge to conduct our business in an ethical and responsible way is crucial to our continued success. It is essential for building trust with clients, shareholders, suppliers, and business partners. It also matters to our people, who want to work for an organisation with a strong, uncompromising ethical stance.

We are committed to taking appropriate steps to do what we can to detect and prevent any forms of slavery, however we can never guarantee that our business and supply chain is completely free of modern slavery.

About Capgemini's business and supply chains

“ At Capgemini, our seven Values and our strong ethical culture are at the heart of our identity, and our approach to business. And our Group ethics team, supported by a global network of ethics officers, works continuously to refine and strengthen our ethical framework and principles for the benefit of our employees, our clients, and other stakeholders. Our Group human rights program, meanwhile, contributes to meeting our longstanding commitment to honoring human rights across our entire value chain. The fact that we have been recognized for twelve consecutive years as one of the World's Most Ethical Companies™ is a good reflection of this unflinching engagement.

— ”
Anne-Violaine Monnié-Agazzi,
Group Ethics Officer

Capgemini is a global leader in consulting, digital transformation, technology, and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms.

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 organisation of over 350,000 team members in over fifty countries.

The Board of Directors sets the strategic direction of the Company and the Capgemini Group. It appoints the executive corporate officer(s) responsible for implementing this strategy, approves the financial statements, convenes the Shareholders' Meeting, and proposes the annual dividend. It takes decisions on the major issues concerning the day-to-day operation and future of Capgemini, to promote sustainable value creation for its shareholders and all stakeholders.

The UK Business Unit is comprised of Market Units and Local Practices:

Market Units comprise Consumer Products, Retail & Distribution, Energy, Utilities & Chemicals, Manufacturing, Automotive & Life Sciences, Public Sector and Telco, Media, Technology & Services, Sogeti and Financial Services.

Local Practices comprise Application Management Services, Business & Technology Solutions, Custom Software Development, Digital Customer Experience and Packaged Based Solutions.

Global Business Lines are led globally with representatives from each geography. They work jointly with the Market Units to develop our portfolio and drive revenue and growth. They are comprised of Capgemini Invent, Business Services (BSv), Cloud Infrastructure Services (CIS), Capgemini Engineering and Insights & Data (I&D).

We are part of a global network of Capgemini entities in the Capgemini Group. From time to time, we subcontract elements of our client engagements or operations to other Group companies, for example when providing services under our Rightshore model. Our Group companies are therefore part of our supply chain. In our risk assessment and due diligence activities we have distinguished between members of the Capgemini Group in our supply chain and third-party suppliers. This is because of each Group company to whom we may sub-contract will adhere to our Group policies and governance processes. They are founded on and practice the same values and ethics, and we share a commitment that ethics and integrity are fundamental and uncompromising elements of the way we conduct our business.

In 2022 we defined the structure of our **UK Modern Slavery Working Group** focused on driving and embedding our program further into the UK business, formally launched in 2023 the group has representation

covering all key areas – Human Resources, Recruitment, Corporate Real Estate Services, Procurement, Sustainable Procurement, Social Value Delivery, Sustainability, Legal, Security Vetting and Bid Management. Guest speakers during 2023 included Group Ethics Human Rights Program Manager and the founding member of Scotland Against Modern Slavery.

The nature of our business means that our sourcing activities, in the majority of cases, tends to be with suppliers that are trading from the UK or low risk countries. All suppliers to the UK business are fully assessed as part of their onboarding and selection process.

[Capgemini Group Code of Business Ethics](#) describes the importance of ethical behaviour which underpins Capgemini’s business ethos. It reflects Capgemini Group’s core values, which for more than fifty years have guided our principles, permeated our culture, and inspired the individual behaviour of each employee. Since 2016 our ethical principles, including specific obligations referring to modern slavery, have been incorporated within all our contracts, purchase orders, supplier selection and performance procedures, and remain a prerequisite for doing business with Capgemini across the globe.

We also have an established employee representation body **Capgemini’s Works Council (CWC)** who are directly elected by Capgemini UK employees. Employees can raise questions, issues, or concerns at any time with their representatives; the CWC ensures that the employee voice is heard and has real credibility when discussing issues with senior leaders.

This transparency statement demonstrates one of the tenets of our responsible approach to business and our longstanding commitment to the principles of the 1948 Universal Declaration of Human Rights, the International Labour Organisation, the Organisation for Economic Co-operation and Development guidelines for Multinational Enterprises and the UN Global Compact Programme.

Further details about Capgemini UK can be found [here](#).



The principles of the fundamental conventions on labour standards of the International Labour Organisation (ILO).



The Organisation for Economic Co-operation and Development (OECD) guidelines for Multinational Enterprises.



The principles of the UN Global Compact Programme and the “Caring for Climate” and “Women’s Empowerment Principles” initiatives.

“ Capgemini UK has a dedicated Personnel Security Vetting team that administers and manages personnel security requirements for Capgemini resources. This capability falls within our UK Corporate Risk Management framework, and plays an important role (through background checks, identity verification, security checks, determining the right-to-work) in identifying potential victims of modern-day slavery. This applies not only to pre-employment checks, but also in terms of ensuring that we have effective policies and processes in place to maintain appropriate monitoring and “aftercare”. This is a key component for Capgemini UK in terms of combatting modern slavery’ Colin Smith, Director UK Corporate Risk. ”

Colin Smith,
Director,
UK Corporate Risk

Organisational policies

At Capgemini UK, we pride ourselves on having an inclusive culture where everyone is treated with respect and dignity, and this is actively promoted throughout the company. Our vision is to be recognised by our current and future workforce, our clients and in the market as a truly inclusive organisation where everybody feels valued, included, and empowered. Our employee survey, that we run monthly, tells us how important this is to our colleagues and that their experiences are very positive.

All policies that are published as part of our business are approved and signed off by UK leadership.

Our [Supplier Standards of Conduct](#) sets the minimum commitment Capgemini Group expects from its suppliers. The standards of conduct contain our principles with regards to compliance with international, national, and local law, human rights, labour rights and modern-day slavery. It also outlines the obligation of our suppliers to conduct their business with the highest standards of integrity, avoiding all forms of corruption, bribery, extortion or embezzlement, and unfair business practices.

In 2021 Capgemini Group launched our [Human Rights Policy](#). Endorsed by our Global CEO Aiman Ezzat, it summarises our commitment, our program and our governance to continue to protect and uphold human rights.

Capgemini Group has always been a values-based organisation: guided by our Group Values, we seek to adopt an ethical mindset and ethical behaviour in all our daily business activities. [Our Code of business Ethics](#) formalizes and explains our Values and principles of action.

Our [“SpeakUp” policy](#) details our ethics helpline and is a natural extension of our values-based culture and high ethical standards. It is a web and phone-based ethics reporting, incident management and advisory tool, hosted by an independent service provider and managed by Group Ethics and supported by our global network of Ethics & Compliance Officers and Human Resources investigators. SpeakUp is voluntary, confidential, and allows anonymity, unless stated differently by a country’s local law which is detailed within the policy. **It is made available by Capgemini Group to our team members, customers, suppliers, and business partners.**

SpeakUp is a commitment from Capgemini to listen to voices when raised in good faith, to be fair when investigating an alert, to respect organisational justice and maintain confidentiality; and to protect the reporter from any form of retaliation. This commitment is endorsed by all members of the Board of Directors of Capgemini SE and members of the Group Executive Board as part of their individual and collective support of the provisions of the Code of Business Ethics. SpeakUp empowers reporters to report alerts and/or ask for advice and guidance about actions or behaviours that are not aligned with our Values; not in compliance with applicable laws, or that may significantly affect vital interests of Capgemini and its affiliates.

Anyone who raises or helps to address an alert on SpeakUp in good faith is protected by our non-retaliation policy. Once an alert is reported in SpeakUp, it is received by the Group Ethics Office, which performs an initial review. After this assessment, the Group Ethics Office assigns the alert to the local Ethics & Compliance Officer responsible for the jurisdiction where the incident reported in the alert occurred. An exception to this process would happen in cases where there is an actual, potential, or

perceived conflict of interest for the local Ethics & Compliance Officer to investigate the alert, or where the Group Ethics Office believe that the alert is of such a severe nature that it must be investigated at Group level. SpeakUp helps us maintain transparency by managing the entire process within the tool, including communication with the reporters, witnesses, and the investigation and leadership teams. Substantiated alerts result in appropriate remediation actions including disciplinary action or process improvement. Should modern slavery be found within our business appropriate remediation will be determined, aligned/in accordance with international human rights standards.

Building on our commitment to foster a positive and inclusive workplace, our internal **“Respectfully Us”** programme, launched in 2019, drives a programme of activity that encourages all of us to stand up to inappropriate behaviour in all its guises by ‘breaking the silence’. We have trained independent inclusion & Respect Ambassadors across the UK business. Employees can approach the Ambassadors informally, as trusted advisors, with any concerns to look at ways to resolve inappropriate behaviour in a respectful and open way.

Capgemini UK continues to be a **Living Wage employer**; an accreditation we have maintained since 2016. We believe our people are our greatest asset and as an employer of choice, we aim to attract and retain the best talent in the market. We recognise and value the importance of individual contribution to the overall success of our business and believe that everyone should be paid fairly – at a level where they can afford a minimum acceptable standard of living. This commitment is also shared by our Workplace Services providers who have signed up to contractual obligations to pay the Living Wage to all Capgemini UK employees.



“ Capgemini UK recognise that the global landscape is changing at a rapid pace. To ensure our due diligence is done correctly we not only updated our risk metrics following the 2023 Index, but we conducted a one-off in-depth report into our UK spend. The risk was viewed at a multitude of levels which gave us confidence that due diligence was thorough, and our current practices were working well. We are now moving forward with our updated risk metrics and will continue to use our standard annual method which has proved to be effective in assessing and mitigating risk ”

Claire Hall,
Sustainable
Procurement Team

Due Diligence / Assessing and Managing Risk

Capgemini UK conducts annual due diligence on all procurement policies to identify any area where Capgemini Group could be unintentionally putting pressure on our suppliers in a way which may lead to modern slavery risks.

This exercise provides our procurement professionals including buyers, commodity managers and category directors with the tools to deliver Capgemini’s policies. Capgemini UK has been a signatory of the [Prompt Payment Code](#) since 2013.

Following the publishing of the Walk Free [2023 Global Slavery Index](#), the Sustainable Procurement team ran an in-depth spend analysis to determine if the supply chain risk to the UK business had changed since the previous Walk Free report in 2018. This was done by analysing and comparing the two Global Slavery Indexes we were able to identify global and country-based changes to the extent and evolution of people trafficking, such as the refugee crisis worldwide.

Walk Free offers the most in-depth cross-sectional data and analysis of the modern slavery crisis worldwide and their Global Slavery Index gives us the most cutting edge and holistic view of the risks surrounding the crisis.

The supply chain to the UK business slavery risk was then assessed against the high risk imported products (by product category and their correlating high risk exporting countries). This found no spend in high risk imported products from high-risk countries with our Tier 1 suppliers. We acknowledge that modern slavery risk permeates the entire supply chain. To mitigate this risk, we require our suppliers to flow down our contractual requirements into their own supply chains.

Following this, the entire spend was then assessed against supplier country to determine if there are any country-based risks for suppliers, for this we used the new 2023 report and its findings on country risk for Modern Slavery and Government response. This type of assessment is the standard process for our annual review as it helps us to determine how any change in our spend profile affects the risk of modern slavery within our supply chain.

According to the 2023 Global Slavery Index, none of our active suppliers to the UK business are in the top twenty countries with the highest prevalence of slavery. 99.99% of our suppliers are based in countries that are deemed to have a good governmental response to modern slavery. For added scrutiny the team looked at the lowest rated supplier countries: Hong Kong, India, Singapore & Israel. 8 suppliers were based in these countries, each of these suppliers has been assessed or contacted for assessment by the team. Risk is further mitigated through their categories as each of these suppliers offer professional services which are deemed as lower risk due to the requirement for staff to have high level education. We recognise that the nature of our business means that we have some purchases that have a higher risk because of what they are, where they are made or both. In all these cases we are taking preventative actions and making evidential enquiries at every stage of the procurement process.

Since 2010 all active suppliers to our UK business have a contractual obligation to complete our [on-line assessment](#) as part of their onboarding and are reassessed annually. From 2016 the bespoke tool assesses the full breadth of Corporate Responsibility & Sustainability (CR&S) activities as well as the corporate compliance of our suppliers. It includes questions, requiring evidence, about their modern slavery policies, actions and intended future activity. Our dedicated sustainability compliance team manage all the risk assessments and for those suppliers that do not give answers that meet our expectations, they are re-contacted, and resources provided for them to self-educate, to understand and consider their ethical and business obligations. Desktop audits are also undertaken on a number of suppliers to confirm their responses within the assessment. The importance to Capgemini, and our clients, of taking a vigilant stance against slavery is communicated and how we expect our tier 1 suppliers, and all subsequent tiers, to be aligned with our ethical standards, and provide resources for them to self-educate, to understand and consider their ethical and business obligations.

Capgemini UK has assessed its entire supplier base against our [Core Principles of Sustainable Procurement](#) via our bespoke, on-line assessment tool. 97.5% of suppliers were found to meet our sustainability criteria and we no longer conduct business with the rest. Looking at our modern slavery standards specifically, by supporting and providing education, 98% of our suppliers have confirmed their awareness of their obligations and are taking appropriate action, the remaining 2% are no longer suppliers to Capgemini through the contracts coming to a natural end.

For more than 18 years we have had a Purchase Order Mandatory policy and a central purchasing system which gives us a very precise and clear view of our procurement activity. All suppliers must accept and adhere to our [Supplier Standards of Conduct](#), which includes the stipulation that the standards be flowed down through their supply chain.

Debt bondage, also known as debt slavery, bonded labour, or peonage, is the most common form of slavery, and yet is the least known. Debt bondage is the pledge of a person's services as security for the repayment for a debt or other obligation, where the terms of the of the repayment are not clearly or reasonably stated and the person who is holding the debt has some control over the labourer. These debts are often paid via recruitment fees and Capgemini Group has introduced a prohibition

of the practice of all forms of worker-paid recruitment fees. Prevention of modern slavery is also captured within our agreements with our recruitment agencies.

All suppliers are obligated in their own organisation and their supply chain, to implement appropriate measures to ensure prevention and detection of these types of exploitation as stipulated within our Supplier Standards of Conduct.

Capgemini UK has also applied measures as part of our payroll process with regards to the detection and prevention of debt bondage amongst our employees. Each month checks are undertaken against all bank accounts and any duplication is investigated. No issues have been identified. This is also tracked via a KPI.

In compliance with UK law, Capgemini UK conduct **Right to Work** checks. Prior to the coronavirus (COVID-19) pandemic, these checks were undertaken in-person but were moved to video conferencing during the pandemic. In November 2022, we onboarded a digital identity verification provider to verify individuals with a valid UK or Irish passport. Individuals without a valid UK or Irish passport are verified in person. Right to work for non-UK Nationals is verified through the Home Office's share code process. As part of the checks, identification documentation is shared. At no point is the original documentation held or removed from the applicant. Within Financial Services the Right to Work checks are performed face to face on day 1 of joining, and no identification documentation is retained.

Every year Capgemini UK completes the Achilles UVDB (Utilities Vendor Database Service) Audit category B2 for companies providing services into the utilities sector. This is an independent audit which assesses all aspects of our management systems and includes questions relating to Corporate Social Responsibility covering employment practice and human rights, working hours, workplace safety, sourcing of goods and products, for which we achieved 100%.

Capgemini UK participates annually in the [Cabinet Office Modern Slavery Assessment Tool \(MSAT\)](#) and continue to achieve a green rating.

We have a robust response in our policies and processes, which includes board level support, to ensure that we are vigilant, committed to preventing and detecting any potential incidences; we have a zero tolerance should slavery be identified as part of our processes.

Key Performance indicators

The KPI targets developed below were intended to give transparency to our aspirations, actions, and performance. Our 2020 transparency statement was the first statement in which we monitored, tracked, and reported against them.

KPI	2022	2023
Inform Capgemini UK's Country Board about how the KPIs have been met	Country Board receive direct updates regarding progress against KPIs	Country Board are engaged and are updated regarding progress against KPIs
100% Compliance with Capgemini UK's standards in relation to modern slavery for all active suppliers to the UK business	96% of reviewed and newly assessed suppliers comply – we are working with the remaining 4% with education and awareness	98% - we no longer work with the remaining 2% as their contracts have naturally ended
100% of suppliers assessed via Capgemini UK's supplier profile risk assessment tool	100% of our suppliers are fully assessed	100% of our suppliers are fully assessed
Transparency statement published on Capgemini UK's external website within six months of the company's year-end, i.e. by 30th June	2021 transparency statement was published on 30th June 2022	2022 transparency statement for financial year 2021, was published on 29th June 2023
Annual mapping of supply chain spend and risk for modern slavery	Following review of 2022 spend and risk, the spend profile has not changed significantly either in geography or commodities. The annual spend has also not significantly increased since the last exercise	Following review of 2023 spend and risk, the spend profile has not changed significantly either in geography or commodities, if anything the risk has decreased following the review against the updated Global Slavery Index. The annual spend has decreased slightly since the last exercise
Conduct annual due diligence on procurement policies, processes, and practices	Due diligence completed ensuring no undue pressures are placed on suppliers, especially around payments	Due diligence undertaken ensuring no undue pressures are placed on suppliers, especially around payments
All available Capgemini UK employees are required to undertake the bespoke modern slavery mandatory training	Training completion rate for available employees was 91% at the beginning of January 2023. Monthly reporting is provided to monitor completion. Work is ongoing to reduce 9% non-completion	The completion rate for the training was 97.43% as at the beginning of January 2024. Completion rate is monitored monthly. Employees need to undertake a test and achieve at least 80% before passing the course to demonstrate learning and understanding
Debt bondage detection measures conducted on each pay run	Undertaken monthly, with no issues identified	Undertaken monthly, no issues have been identified
Provide outcomes and action plans from annual due diligence	Following due diligence, no changes were required and there are no outstanding actions	No changes required
To identify opportunities and develop action plans for continuous improvement	Driving continued improvements to the programme is a key activity of our newly launched UK Modern Slavery Working Group. Improvements are captured below	Improvements are captured within their own section below. The partnership with Unseen that was approved in 2023 for the 2024 program is a fantastic opportunity to identify and drive improvements with our program straight from the experts
Introduce modern slavery awareness to all new employees as part of Capgemini UK's induction programme	The modern slavery mandatory training continues to be allocated to all new employees as part of their onboarding and completion reports are provided to the UK Modern Slavery Lead monthly	As part of onboarding all new employees are allocated the modern slavery mandatory training which is monitored monthly by the UK Modern Slavery Lead
Our UK procurement professionals shall ensure Capgemini UK maintains the CIPS "Ethical Mark" accreditation	UK Procurement team continue to be CIPS accredited	UK Procurement team continue to be CIPS accredited

Training

In 2021 Capgemini UK launched its bespoke mandatory training module for all available employees. The training enables employees to:

- Understand the current impact of slavery both globally and in the UK
- Know how to recognise the signs of modern slavery
- Be aware of the actions Capgemini UK are taking; and
- Be able to act, if necessary, to safeguard others

The training also links out to an [external survey](#), which will inform you of the slaves potentially working for you based on your lifestyle. At the end of the training all employees must take a test to demonstrate awareness and understanding and need to secure a pass rate of 80% or over to be marked as completed. Awareness of this training is highlighted as part of our induction process, and the completion percentage is monitored monthly to ensure a continual upward trajectory. As at the beginning of 2024, the completion rate for this training was 97.43%.

In addition, since 2017 we have maintained a dedicated email address that employees can use to email questions or concerns, or indeed ideas and experiences, around modern slavery. The email address modernslavery.enquiries.uk@capgemini.com is monitored daily by the Capgemini UK Modern Slavery Lead, Maria Hughes. A key part of Maria's role is to ensure a high level of continual awareness across Capgemini UK, for example by delivering customised awareness training to key areas of the business during 2023 which included including Legal, Procurement, Corporate Real Estate Services and Sustainability.

As part of the partnership with Unseen UK for 2024 the training will undergo a thorough review to ensure it remains relevant and up to date every 2 years.

Our UK Procurement team successfully undertook the Chartered Institute of Procurement and Supply (CIPS) ethical training module for the fifth year running. This training ensures that all employees who select and manage suppliers are trained in ethical sourcing and supplier management. CIPS Corporate Code of Ethics is voluntary, and organisations are encouraged to adopt it to demonstrate their corporate commitment to the principles of ethical procurement. The Code describes several principles which set out the values, business culture and practices to which organisations should be held accountable. Capgemini UK is listed on the associated [CIPS Corporate Code of Ethics](#) register.

Capgemini UK's dedicated Sustainable Procurement team work with all suppliers to the UK business that fail to meet our strict modern slavery standards, providing education and awareness. Any actions that are committed to by our suppliers will be followed up to ensure continual improvement, however, we recognise that it is not always possible to resolve issues, and in those circumstances, we may choose to end our business relationship.



Capgemini UK was again awarded the CIPS Corporate Ethical Procurement and Supply Kite Mark

Continual improvement

As part of the UK government’s associated guidance for business it is expected that year-on-year improvements are made. These should show how a company is continuing to tackle the risks of modern slavery within its operations and supply chains.

Below, we share an update on the improvements captured in our 2023 Modern Statement:

Improvement	Status
Investigating the potential for specialised and focused training for contractors working within our business	A way forward has been identified and discussions are taking place as to how best to implement
Completing a gap analysis against BS 25700 and if necessary, create an associated action plan	Preliminary gap analysis undertaken, as part of Capgemini UK’s collaboration with the charity Unseen UK this will be analysed in more detail as part of our 2024 program
Reviewing our internal mandatory computer-based training to ensure it remains relevant and up to date	Training has been reviewed and updates identified, this will also form part of the program with Unseen UK during 2024

During 2024 we are continuing to improve our anti-slavery program by partnering with the charity Unseen UK. This will involve a full review of our transparency statement, detailed analysis against BS 25700 and reviewing our training.



It is really positive to see a business within the information technology sector working proactively to mitigate the risk of modern slavery within their operations and supply chain, and we hope that this partnership inspires other businesses within the sector to follow.

Emily Roberts,
Business Engagement Manager, Unseen



This Transparency Statement was approved by the Board of Directors for Capgemini UK plc on 28th June 2024



Julie Mangan
Company Secretary,
julie.mangan@capgemini.com



Maria Hughes,
Capgemini UK Modern Slavery Lead,
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A handwritten signature of Julie Mangan in black ink on a white background.

About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2023 global revenues of €22.5 billion.

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