



Environmental Policy

16 de setembro de 2024



VERSION	AUTHOR	DATE	DESCRIPTION	REVISED BY	APPROVED BY
0.1	Inez Agoas	28-10-2021	Initial version of the EMS Environmental Policy	Ana Aldeias (29-10-2021)	Ana Aldeias (29-10-2021)
1.0	Business Centre	2-11-2021	Final Version	Inez Agoas (02-11-2021)	N/A
1.1	Ana Aldeias	08-11-2021	Final revision and issuing of final version for approval and signature	Ana Aldeias (10-11-2021)	Cristina Rodrigues (11-11-2021)
1.2	Inez Agoas	05-09-2023	Revising the local Policy to be aligned with new version of Group Policy	Cristina Rodrigues (11-09-2023)	Cristina Rodrigues (11-09-2023)
1.3	Inez Agoas	16-09-2024	Yearly revision. No changes	Cristina Rodrigues (20-09-2024)	Cristina Rodrigues (20-09-2024)



Capgemini Portugal Environmental Policy Statement

Capgemini is a global leader in consulting, digital transformation, technology, and engineering services. Our business activities are delivered from our own sites, clients' sites and other r locations (including employees' homes).

This policy statement applies to all sites from which Capgemini Portugal operates, all employees, and suppliers and alliances retained by Capgemini.

We recognize that our business activities have both impacts and opportunities for the environment and we are committed to continually improving our environmental performance against relevant objectives and targets (science-based targets where feasible) and to working with our clients to help them reduce their environmental impacts.

We are committed to train our employees on the impacts of their work on the environment and regularly consult with key stakeholders (particularly employees, clients, and suppliers) on environmental issues and ensuring our environmental program is responsive to their feedback.

We are committed to fulfilling our compliance obligations relating to the environmental impacts of our operations, and to the protection of the environment, including prevention of pollution through the adoption of appropriate controls. Specifically, we:

1. Understand our exposure to climate risks within the areas in which we operate and implement initiatives to mitigate such risks.
2. Have a full understanding of how to quantify and track our environmental impacts (at a minimum, our greenhouse gas (GHG) emissions) in line with our reporting requirements.
3. Identify and implement energy saving initiatives across our sites to reduce our energy consumption, and support Portugal's transition to renewable energy, and help reduce associated GHG emissions.
4. Implement initiatives to minimize travel (and in particular air travel) and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
5. Implement initiatives to reduce the amount of waste we generate and maximize the percentage of our waste which is recycled, by incorporating the principles of zero waste and circularity.
6. Understand exposure of our sites to water stress and water risks within the areas in which they operate and implement water saving initiatives to help reduce the Group's water consumption.
7. Understand exposure of our sites to biodiversity risks in the areas in which they operate, and where feasible implement nature positive initiatives to help halt nature loss and contribute to the long-term recovery of nature.
8. Have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our Group environmental objectives, particularly in relation to carbon emissions, reducing energy and water consumption, reducing our biodiversity impact, and minimizing waste by embracing the principles of circularity.
9. Consider, where possible, the environmental impacts, risks and opportunities when working with clients, and manage our environmental impacts in accordance with this policy.
10. Consider, where relevant, the environmental impacts of distribution and logistics.

In addition, the Capgemini Group has responsibility to carry out an environmental due diligence process for significant mergers and acquisitions to assess the environmental impacts, performance and potential environmental risks.

We manage the implementation of this environmental policy and our environmental impacts through our global environmental management system which is certified to ISO 14001 standards.

Performance against our objectives and targets will be reviewed at least annually by the Capgemini Sustainability Board within Portugal and reported publicly in our Annual Group Financial Report and in any associated Sustainability Reports.



Performance against our objectives and targets, together with conformance to our EMS and this Environmental Policy will be reviewed periodically by the Capgemini Sustainability Board within Portugal.

Signed: Cristina Rodrigues

Position: Chief Executive Officer, Capgemini Portugal

Date 20 September 2024

About Capgemini

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 270,000 team members in nearly 50 countries. With its strong 50 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, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2020 global revenues of €16 billion.

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