


Shaping *inclusive futures* through our supply chain

An overview of supplier diversity in Capgemini's North America Region



Capgemini 



North America Region Supplier Diversity Policy

Guided by our purpose: *unleashing human energy through technology for an inclusive and sustainable future*, Capgemini is committed to the inclusivity and support of diverse suppliers. We recognize that the utilization of diverse suppliers has a positive and direct impact on the communities and clients we serve, our own success, and the industry as a whole.

Capgemini has implemented a supplier diversity policy to promote the use of diverse suppliers. This includes setting goals for increasing diverse supplier spend, being active in diverse supplier organizations and supporting the growth of diverse suppliers in our network.



As a part of our commitment to higher engagement of diverse suppliers, Capgemini tracks our diverse supplier spend and sets goals around maintaining and improving it. We uphold a database of our suppliers' diversity certifications. Capgemini will track diverse spend including, but not limited to women-owned, minority-owned, lgbt+ owned, veteran-owned, service-disabled veteran-owned, disability-owned, indigenous-owned, and small businesses. Procurement is continually reevaluating our goals to continue the growth of our supplier diversity program and we ensure that diverse suppliers have equal opportunity to respond to any RFI or RFP.

Capgemini requires all suppliers to abide by our "Supplier Standards of Conduct." This document enumerates Capgemini's ethical values and holds its suppliers accountable for complying with the same principles. The Supplier Standards of Conduct specifically states:

ARTICLE 1.5 Equality, Diversity and Inclusion

Supplier will not discriminate in hiring, compensation, access to training, promotion, and termination of employment or retirement on grounds of social, cultural, ethnic or national origins, religious or other beliefs, caste, gender, marital status, pregnancy status, sexual orientation, disability, age, and trade union membership. Suppliers should promote diversity and inclusion.

Full text can be found here: [Capgemini Supplier Standards of Conduct](#)



Driving diverse supplier engagement through *corporate partnerships*

Capgemini is a proud corporate member of the following supplier diversity focused organizations:



Canadian Aboriginal and Minority Supplier Council ([CAMSC](#))

Canadian Council for Aboriginal Business ([CCAB](#))

[Disability:IN](#)

National LGBT Chamber of Commerce ([NGLCC](#))

National Minority Supplier Development Council ([NMSDC](#))

National Veteran-Owned Business Association ([NaVOBA](#))

[WEConnect International](#)

Women's Business Enterprise National Council ([WBENC](#))





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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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