

# Diversity

We build an inclusive environment that promotes diversity in order to fuel innovation, as well as the growth and fulfilment of our employees.



Teams from Capgemini and external experts meet during a GROW event in Spain.

**A**s our market faces unprecedented competition from all sides to attract top talents, creating an inclusive environment that fuels innovation and creativity is a key part of driving performance. Diversity is in our culture as we are present in more than 40 countries and our talents are drawn from over 120 nationalities. The need for diversity in the workplace extends well beyond gender. It also includes demographic and ethnic minorities, sexual orientation, workers with disabili-

ties, as well as inclusivity for a diversity of cultures and ways of thinking. At Capgemini, we renew our efforts to expand the diversity and parity of our teams every year. In 2018, one/forth of new Vice-Presidents were women (only one/fifth in 2017). And Laura Desmond, founder and CEO of Eagle Vista Partners, joined our Board.

### Empowering female talent

— This process of detecting and promoting female talent within the Group is supported by specific programs in place to aid high-potential female employees. We organize regular panels to highlight the role and place of women in digital and innovation. One such effort in 2018 coincided with the Women's Rugby World Cup, as a chance to bring together our clients, partners and sports celebrities to

talk about the adversities women have to overcome on their path to success. At the same time, we have continued our efforts to favor inclusion within the Group, notably by offering more flexible work options (schedules, working remotely, parental leave, etc.) and by encouraging inclusive behaviors through the regular training of employees at all levels. We foster the best work environments, while reducing disparities between men and women. After France, England, Canada, the United States, Brazil, India, and Morocco, the Netherlands became the eighth country to receive the EDGE (Economic Dividends for Gender Equality) certification in 2018. Capgemini is the first IT services company to be certified at Groupwide level by EDGE, a result of meeting the requirement of 80% of Group employees being in certified countries. ●

Capgemini talents during our Business Priority Week



“Diversity and inclusion are essential for our clients. At Capgemini, we boost the diversity of our teams – diversity of identity, of course, and also ways of thinking.”

**Janet Pope**, Architect of Positive Futures – CSR Manager for North America

### India takes action for equal opportunity

Since 2018, diversity ambassadors have promoted a culture of sharing and tolerance in the day-to-day operations of our Indian teams. In 2018, nearly a third of employees with disabilities received promotions in India, as recruiting campaigns intensified. In addition, for an entire week, Capgemini teams in India organized workshops and conferences to create a more inclusive work environment, encourage gender parity, promote equal opportunity, and foster a better understanding of the challenges of those facing discrimination – such as people with disabilities and the LGBTQ+ community.



**24%**  
of 2018's new Vice-Presidents are women. Women make up 31.9% of our workforce.

### GROW, the campaign to recruit women

In an effort to expand the number of women working in IT roles at the Group, Capgemini launched a special recruitment campaign in India, the United States, Poland, and England in 2018. Called Global Recruitment Of Women (GROW), the operation provided an opportunity to meet with more than 1,000 women in just a week and to inform them about career opportunities at the Group. Ten percent of the interviews led to job offers.