

Environmental sustainability

Our environmental sustainability approach focuses on reducing our own environmental impacts, building the resilience of our business to the impacts of climate change, and supporting our clients with their sustainability challenges.

Reducing our carbon footprint

We have achieved, two years ahead of schedule, our objective of a 20% reduction per employee compared to 2015 emissions. This progress is the culmination of efforts from across the entire Group to embed sustainability into our operations, behaviors, and business practices. The graphic below highlights examples of initiatives in place across the Group. ●

Capgemini's internal actions

CAR TRAVEL

In India, the deployment of car-sharing apps have helped save more than 7.4 million km of car travel and 1,500 tonnes of CO₂e. In the Netherlands, our lease car arrangement makes sustainable vehicle choices more attractive, while telematics systems help ensure fuel efficient driving is rewarded.

BETTER BY RAIL

In countries where car travel or short air journeys can feasibly be replaced by rail travel, initiatives are in place to encourage employees to choose rail when they can.

SOLAR POWER

Solar panels installed across roofs, walkways, and car ports at our Indian offices generated over 5,100 MWh in 2018, enough electricity to power more than 4,600 Indian homes.

ENERGY EFFICIENCY

We improve the energy efficiency of our workspaces through LED replacement, air conditioning upgrades, and improvements to building management systems. Employee action drives further progress, for example through creative "switch-off" campaigns and networks of office energy champions.

RETHINKING WASTE

We minimize the waste we generate and increase recycling and reuse, for example through our innovative partnership with Nodixia to reuse and recondition laptops and mobile phones in France. In 2018, we challenged our people to "rethink waste" by encouraging them to remove avoidable waste from their working day. More than 800 people posted pledges on social media.



ELECTRIC VEHICLE CHARGING

We provide electric vehicle charging points across various offices and, in 2018, launched an electric car fleet in France for employees to use for short trips. Similarly, in the Netherlands, employees can use electric bikes and electric pool cars for traveling from the office to client meetings.

CYCLE TO WORK

Cycle to work incentives are in place in several countries including reimbursement for cycle mileage and financial support with buying a bicycle. We also take practical steps to make cycling more feasible, such as providing secure cycle storage, lockers, and showering facilities.

SUSTAINABLE OFFICE DESIGN

Eight buildings in India have obtained the LEED Platinum or IGBC Platinum certification. In France, our newly opened Lille office is 80% constructed from wood and half the site is covered by glass to maximize natural light. The site has received BEPOS (Positive Energy) certification.

VIRTUAL COLLABORATION

We have invested in collaborative technologies including Microsoft Surface Hubs, Skype Video technology, and Office365 to enable effective virtual collaboration from any location, and to ensure we provide dynamic, technology-enabled work spaces.

Advancing our client sustainability program

In 2018, we launched a new global ambition to help our clients reduce their carbon emissions, with a target to save 10 million tonnes of CO₂e by 2030. This new goal is driven by a recognition that while continuing to reduce our own operational impacts is essential, we can play a far greater role in addressing climate change if we collaborate with our clients on the topic. Our new commitment will mean a step change in our business, rethinking the way in which we view and use technology and embedding sustainability benefits into our portfolio of services. The focus during 2018 has been on identifying service areas and specific capabilities that can and are delivering tangible sustainability benefits to our clients. We have defined over 30 capabilities from within our portfolio that we know can help clients reduce their carbon emissions, from optimizing the use of existing technology to leveraging data and insights to drive sustainable performance. Find a selection of examples below.

Smarter fleet management

Smart fleet management solutions that Capgemini has implemented for clients include tools to optimize delivery schedules and load capacities, as well as telematics solutions to track driver behaviors and encourage fuel-efficient driving. For every one million liters of fuel saved through solutions like this, we can help our clients achieve a carbon saving of 3,200 tonnes of CO₂e.

Rationalizing IT infrastructure

Helping clients to rationalize IT infrastructure and migrate data to cloud solutions delivers environmental benefits; specifically, by reducing the number of servers required to host systems. This reduces both operational energy usage and the carbon embedded in the hardware.

For every 100 servers migrated from a traditional data center to a public cloud, we can help our clients achieve a carbon saving of 260 tonnes of CO₂e per year.

Predicting and preventing leakage

Our big-data analytics solutions enable clients to identify water leaks, often weeks earlier than would typically be expected. For one UK water company, Capgemini's solution detected nearly 85% of water leaks 20 days earlier than the current industry average. For every 100 megalitres of water we help our clients to save, this has a potential carbon saving of 105 tonnes of CO₂e.



"Capgemini's environmental sustainability program is about building solutions to important environmental issues, both within our business and for our clients. 2018 has been a year of strong progress on all fronts. We are delighted to hit our 2020 carbon target two years early."

James Robey, Environmental Sustainability

Engaging and empowering our people

Our ability to engage and empower our team members is crucial to the success of our environmental sustainability program. This is particularly true of our new client-facing program, which aims to enable our people to develop client services with sustainability in mind. 2018 saw us accelerate our engagement activities, with over 1,500 people engaged directly on the sustainability agenda, through webinars, business challenges, hackathons and training programs. We also developed a

range of tools that will support sales teams and client-facing executives to define, sell, and measure the positive environmental benefits linked to our technology services. A new client-facing Sustainability Ambassadors network was formed to help discuss and share best practice between those working on the sustainability agenda with clients.