

# Modern Slavery Policy

## 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. It constitutes Capgemini UK plc's Transparency Statement for the financial year 2019.

The Capgemini Group has a zero-tolerance approach to bribery, corruption and human rights abuse. It is a fundamental belief of the Capgemini Group that there is no place in today's modern businesses and supply chains for human rights abuses such as forced and compulsory labour, slavery, servitude, and human trafficking.

In 2020, the Capgemini Group was named as one of the World's Most Ethical Companies ® by the Ethisphere Institute for the eighth consecutive year. This highlights our long-term commitment to ethical business practices; and we are one of only 3 honourees in the Consulting Services industry. In 2020, 132 organisations were recognised spanning 21 countries and 51 industries.

Our pledge to conduct our business in an ethical and responsible way is crucial to our continued success as a business. 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. Responsible business practices permeate through every aspect of our organisation, from the way we look after and encourage our employees, to our sustainable procurement practices and, the steps we take to minimise the environmental impact of our business and our clients' businesses.

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

This Transparency Statement describes our business and supply chain, our policies covering ethical behaviours, and our standards. It also sets out the steps we are planning to ensure continuous improvement.

Cambridge Consultants was acquired by Capgemini in 2020. The ethical approach of Cambridge Consultants is in tune with the aim and processes of Capgemini in these aspects of our business. The Board of Cambridge Consultants fully supports this Transparency Statement.

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*"Congratulations to everyone at Capgemini for earning this recognition. This is a moment to acknowledge the leaders working to advance corporate cultures defined by integrity and affirm those companies contributing to broader societal imperatives and the greater good."*

Timothy Erlich,  
CEO, Ethisphere Institute

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*"We are proud of our global recognition as one of the world's most ethical companies. I am committed to ensuring our unequivocal compliance to the Modern Slavery Act. This is exemplified by our continued commitment to being vigilant and diligent to detect and prevent slavery throughout our business and within the wider ecosystem."*

Paul Margetts, Managing Director,  
Capgemini UK plc and Chair of the UK  
Country Board

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## Slavery and Human Trafficking Statement

Cambridge Consultants employs some of the most capable engineers, scientists, mathematicians and project managers in the world. It is fundamental to the practice of motivating such staff that the company maintains the highest standards in its employment practices. Cambridge Consultants' confirms that it is its policy that all of its employees, world-wide, shall have the freedom to associate and shall not be held in slavery or servitude and shall not be required to perform forced or compulsory labour. Further the company shall never facilitate the travel of another person with a view to that person being exploited. Cambridge Consultants employs its staff on conventional contracts of employment where each is free to terminate in accordance with the agreed terms. The conditions of employment are laid down in the staff handbook. Each of our companies world-wide confirms annually that their employees are free from slavery and human trafficking.

Supply Chain – Cambridge Consultants does not supply goods in the conventional manner of business. The only physical goods supplied are prototypes, design proving models and pre-production models which are aimed at establishing highly creative new and novel solutions that are “game changers” for our clients. Our terms for the procurement of goods and services expect our supply chain to comply with applicable law, specifically those on modern slavery and human trafficking.

Continuous Improvement – During 2021 Cambridge Consultants has adopted the Capgemini Supplier Standards of Conduct and has started to expect its supply base to commit to working within the principles described in this document. We have also taken the step to train our staff to have an understanding of the Modern Slavery principles enshrined in law and to work to ensuring our supply chain sees improvement year on year.

**Signed electronically by, Eric Wilkinson, Chief Executive Officer, 2021**



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