



Modern Slavery Policy

Transparency Statement

The Capgemini Group has a zero-tolerance approach to bribery, corruption, and human rights abuses. Training and awareness have been a key area of focus thereby ensuring both our employees and supply chain is fully alert to the scale of the issue, the Modern Slavery Act 2015 and as modern slavery is not just a 9-5 issue, how to spot instances of modern slavery and how to report it. This transparency statement describes our business and supply chain, our policies covering ethical behaviours, and our standards. It describes the steps we have taken to, insofar as is possible, ensure that modern slavery and human trafficking is not taking place in any part of our supply chains or in our own business. In 2022, we progressed our approach and supported the identification and education of modern slavery, by:

- Finalising the structure of our UK Modern Slavery Working Group, our new dedicated group focused on embedding best practices across our business. Representatives from key business areas have been selected to join the group, as we continue to grow and evolve our anti-slavery programme.
- Running additional internal awareness sessions to provide tailored modern slavery screening guidance to key business areas. This is in addition to our mandatory modern slavery e-training for all available UK employees.
- Updating our global hotel vendor selection process by incorporating new modern slavery screening questions.
- Implementing an automated Right to Work check utilising biometric face match technology thereby strengthening our personnel verification process.
- Establishing our dedicated internal Social Value Hub, which supports the development of commitments across the five themes of the governments Social Value Model. This incorporates a focus on identifying and managing the risks of modern slavery.
- Signing up as a corporate partner with Scotland Against Modern Slavery (SAMS) – providing us with invaluable insights into the latest best practices through monthly roundtable meetings.
- Donating to four charities working to support wider action to eradicate modern slavery within the UK and internationally. Capgemini UK's Country Board has approved a further charitable donation to be made to anti-slavery charities in 2023.
- Helping upskill staff and clients of a slavery-prevention charity by providing training on staying safe online through our relationship with Business in the Community.

Capgemini's seven values inspire our ethical culture, with people at the heart. In early 2023 for the 11th year running, Capgemini has been named as one of the World's Most Ethical Companies by the Ethisphere Institute.

Our pledge to conduct our business in an ethical and responsible way is crucial to our continued success. 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.

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

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 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. During 2023 we have updated our procurement processes to diminish the prospect of procurement from sources of concern.

**Signed electronically by, Monty Barlow,
Chief Executive Officer, 2023**



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