

Health & Safety Policy Statement for Capgemini UK

We are committed to protecting the health, safety, and wellbeing of all our Capgemini team members and those affected by our business activities. We rely on each other, our clients, contractors, and suppliers to play their part in supporting our commitment, by maintaining high standards in health and safety matters.

As part of this commitment we:

- **Continually enhance our culture and leadership in this area:** We have a qualified UK Health & Safety Team who provide training and guidance to all team members. This enables them to promote and embed a positive health and safety culture.
- **Manage risk in a proportionate and effective way:** Following the “*plan, do, check, act*” model, we identify hazards and assess the risks, enabling suitable controls to be implemented. This avoids risks or ensures the impact and probability are as low as reasonably practicable. We ask team members to consider potential hazards during work activities.
- **Provide a safe and healthy working environment:** We maintain Capgemini workplaces, ensure safe handling and use of equipment and substances, and implement drills and evacuation procedures. We aim to provide a safe environment for all.
- **Consult with our team members:** Our elected employee representatives, Capgemini's Works Council (CWC) represents the views of team members in all formal consultations regarding health, safety, and wellbeing matters, alongside their other CWC responsibilities. Team members should contact the UK Health & Safety Team with any safety concerns or notifications.
- **Continually seek to improve our management system:** We review and revise our Health & Safety Policy and the supporting procedures as necessary and at least annually.
- **Identifying appropriate occupational health, safety and wellbeing objectives and targets:** This will be periodically reviewed and reported on.

The UK Health & Safety Team owns and maintains this Statement and the practical arrangements in place to support our commitment and ensure our compliance with applicable legislation. Our approach takes account of the fact our people work at Capgemini and client locations and are required to travel for business purposes. The arrangements and the responsibilities of Capgemini, team members and managers are described in “Health & Safety in Capgemini”, which is available on our company intranet.

We aim to avoid all preventable accidents that are caused by Capgemini's work activities or site conditions, and to increase the level of engagement of our team members in workplace safety.

“Given our primary asset is our people, our commitment to Health & Safety is essential for the growth of our business. We must ensure our policy is implemented and adhered to through the co-operation of everyone within and associated with our organisation.”

Clive Hart, UK Legal Finance Director, and H&S Executive Sponsor

