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1 Service Overview

Our Sustainability Leadership and Organisation offering supports cloud transformation by helping to align the development of the organisation's people and operating model with strategic sustainability ambitions.

2 Business Need

As part of wider cloud transformation efforts there is increasingly a need to incorporate the challenges of Sustainability / ESG transformation.

- How to close the gap between ambition and action to create a tangible sustainability transformation within the cloud transformation?
- How to shape a culture of sustainability for teams and support leaders as role models of this enabling culture?
- How to effectively enable the organisation's drive towards a sustainability transformation with the right associated roles, skills and methods?
- How to ensure the organisation is correctly structured and governed to achieve objectives and turn them into sustainable results?
- How to design, align and track our organisational processes to reach our sustainability targets?

3 Our Approach

Our approach is depicted in the diagram below and described here:

ESG WORKFORCE TRANSITION

Analyse the current job evolutions and new jobs linked to the sustainable transition

- Define new hard and soft skills needed to implement a sustainability culture
- Set-up milestones and action plan to develop new skills for each job family
- Identify potential innovative partnership to source transition talents

LEADERSHIP & PEOPLE ENGAGEMENT

- Leaders supported to embrace an open and collaborative approach with their broader ecosystem of customers, partners, and stakeholders, co-creating solutions to complex problems (empathy and trust)

Managers agree on a set of concrete behaviours that will support the transformation to bring into their day-to-day activities, and those should be periodically reviewed and discussed in retrospective sessions

- Foster ecosystem thinking and co-create with partners. Think of circular operating models, where co-creation with other firms and institutions is central.

PROCESSES, METRICS & TOOLS

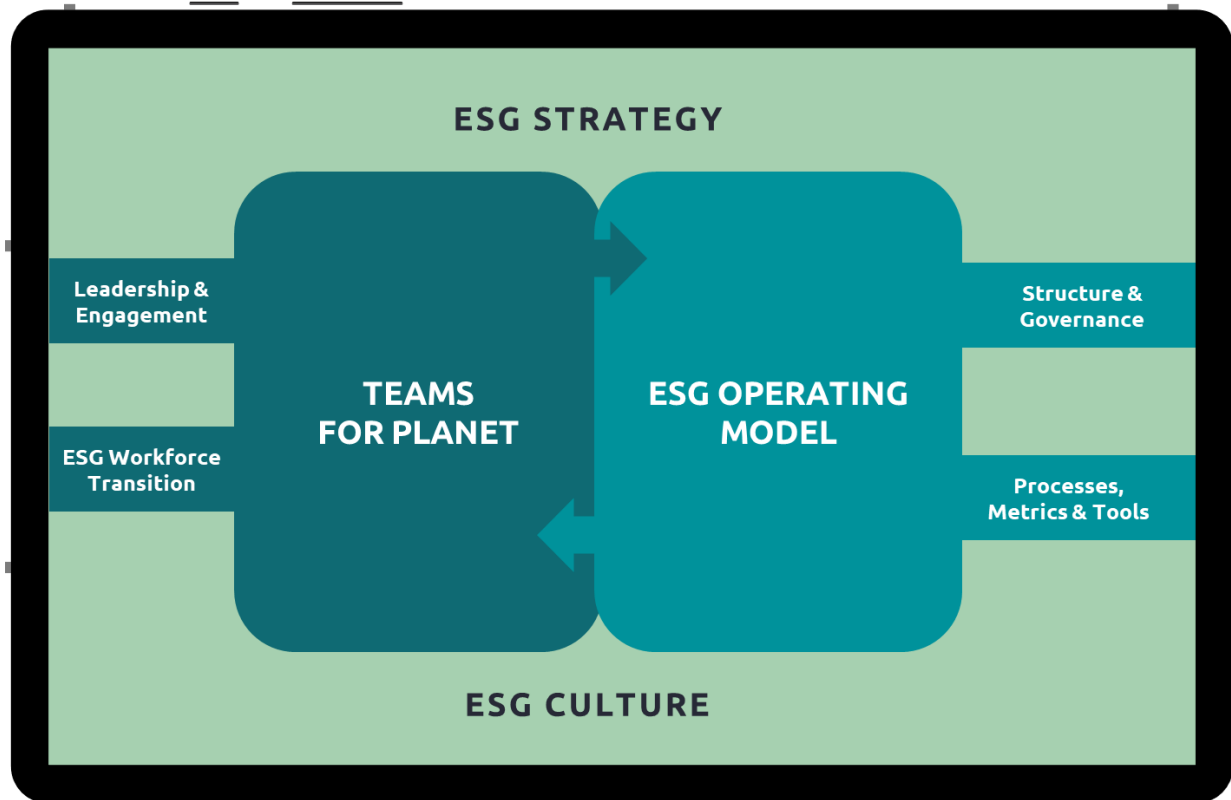
- Align the strategy and processes including sustainability in all of them
- Include sustainability in all decisions criteria by design and for all activities
- Define new KPIs and objectives and review existing ones to include sustainability in the definition of the value created
- Develop new methods, tools and frameworks for sustainability, to effectively transform ways of working, in collaboration with internal and external stakeholders



STRUCTURE & GOVERNANCE

De-silo sustainability in the organisation

- Include sustainability in all the entities and the executive agenda
- Integrate sustainability as a key driver for all functions incentivising people through rewards where appropriate
- Include sustainability in all decision moments aligned with ambitious sustainable commitments
- Make the link between sustainability strategy and innovation



4 Buyer Responsibilities

Please refer to the Supplier Terms listed with this service on the Platform. These may contain additional Buyer obligations/costs the Buyer is subject to that are not identified anywhere else in the Supplier's Application or on the Platform.

5 Service Management

Does not apply to this offer.

6 Protection of Data

This service is based on a security classification of 'Official', however should you have a requirement for a different security classification that you would like us to consider, please contact us to discuss.



7 On-boarding and Off-boarding

Capgemini shall undertake on-boarding and off-boarding activities agreed within the Order Form (including as a minimum an exit plan in line with the Call-Off Contract terms) which will be charged for in accordance with the Pricing section for this service.

8 Skills and Knowledge Transfer

Capgemini recognises that skills and knowledge transfer is a critical element in the provision of G-Cloud services to public sector clients. Where possible and applicable, this forms part of the delivery plan for the service agreed at the start of the engagement. Our consultants and engineers are experienced in providing skills and knowledge transfer for major private and public sector clients.

Where appropriate, we may use a standard approach, tailored to topic, skills-gap and individual, to ensure consistency and effectiveness. The approach, Capgemini's Assess-Plan-Implement framework, has been used repeatedly by our teams to structure the work involved in transferring skills and creating new teams capable of driving and sustaining change long after the end of the formal programme. The framework can be applied throughout a project to understand knowledge transfer objectives, plan training delivery methods and materials, and deliver and evaluate success.

9 Partnerships/Alliances

This does not apply to this offer.

10 Vendor Accreditations/Awards



For the 13th year in a row, Capgemini has been recognised as one of the World's Most Ethical Companies® by the Ethisphere® Institute. This is an acknowledgement of our ethical culture that makes us an employer of choice and responsible player in the eyes of our clients, shareholders, and the wider community.



ISO 9001 Quality Management for Management Consultancy and IT Implementation and services to the Public Sector



ISO 27001:2013 - Provision (Delivery) of IT services including business applications development, maintenance and Data, Digital and Cloud technologies.



NelsonHall has identified Capgemini as a Leader in its 2022 NEAT Vendor Evaluation for Learning Services due to its ability to meet future client requirements as well as its capability to deliver immediate learning benefits to them.



Capgemini is the first amongst consultancy and technology firms to be recognized six times in a row for its thought leadership reports.



2023 Ecovadis Platinum Rating: We maintained a platinum rating, recognising us as a responsible and sustainable business in the top 1% of companies assessed.



Better Society Awards: Our collaboration with Code Your Future to offer digital skills training won a Better Society Award in 2022. The awards celebrate efforts by commercial organisations to create a better society.



Inclusive Top 50 UK Employers List: We achieved second place in the Inclusive Top 50 UK Employers List 2022/23 – a list that assesses companies for best practice on diversity, equality and inclusion



UK Best Workplaces for Women: We were listed as a Best Workplace for Women by Great Place to Work®. This listing is based on responses from our team to an anonymous survey about their employee experience.



UK Best Workplaces for Wellbeing: We are listed by Great Place to Work® as a Best Workplace for Wellbeing



Great Place to Work: We were certified as a Great Place to Work® in 2023, reflecting our employees' experience of working at Capgemini in the UK.

- We retained our position on the A list in the CDP climate change assessment, recognizing our leadership position in taking action on climate change.
- We were recognized by CDP as a Supplier Engagement Leader, in the top 8% of companies assessed.
- We joined the Dow Jones Sustainability Index (DJSI) Europe, comprised of 153 companies, achieving a score of 81/100 in the 2022 S&P Global Corporate Sustainability Assessment (score date: Dec 8, 2022) and performing in the 97th percentile in our industry.
- We achieved a platinum rating in our Ecovadis CSR assessment, the highest possible rating for the fourth year in a row, which puts us in the top 1% of companies assessed.
- We retained our "Prime" status in the ISS ESG Corporate Performance index, increasing our rating to B (first decile within its sector).
- We had the lowest risk category (negligible risk) identified by Sustainalytics for 2022 and were ranked 10/1064 among industry peers in 2023.
- We continued our inclusion in the STOXX ESG Leaders index, for environmental, social and governance criteria, based on indicators provided by Sustainalytics.



- We achieved an “A” rating on the MSCI Index.
- We remained a constituent of the FTSE4Good Index.
- We got the 1st rank out of 81 companies that participated in the Vigeo Eiris Index (becoming Moody’s ESG) and were awarded the Euronext Vigeo index: Europe 120, for the most advanced companies in Europe.

We have been included in the S&P Global Sustainability Yearbook 2023, based on our S&P Global ESG scores for leadership on sustainability, recognising companies in the top 10% of their industries.

- We are included CAC40 ESG index, designed to identify the 40 companies within the CAC Large 60 Index that demonstrate the best Environmental, Social and Governance (ESG) practices.
- We were awarded Gold level recognition through the Green Lease Leaders program in recognition of our global commitment to increasing environmental performance and sustainability in buildings.

We were recognised with a Seal Award as a top 50 global sustainability company for leadership, transparency, and commitment to sustainable business practices.

- We joined the FT top 500 Climate Leaders (Europe) rankings in the top 5% of companies included.
- We were shortlisted on EDIE’s Sustainability Leaders Awards for Employee engagement and behaviour change Initiative of the Year (Climate Circles – Conversations for a Brighter Future campaign)

11 Sub-contractors

Capgemini UK may use the following subcontractors to deliver this service:

- Capgemini Technology Services India Limited.

12 Business Continuity and Disaster Recovery

No disaster recovery plan is provided as part of these Services.

13 Pricing

This service is priced in accordance with the SFIA Rate Card attached. Capgemini can also provide offshore resources at reduced rates where appropriate. Projects can be priced either on a Time & Materials or Fixed Price basis.

14 Ordering and Invoicing

Please refer to the Supplier Terms for this service.

We would be pleased to arrange a call or meeting to discuss your requirements of our service in more detail.

15 Termination Terms

Please refer to the Supplier Terms for this service.



16 Further Information

For more information about this or any of our G-Cloud services, please contact our Public Sector Team.

Phone: 0370 904 4858

Email: publicsector.opps.uk@capgemini.com including the following information:

1. The name of this service.
2. The name of your organisation.
3. Your name and contact details.
4. A brief description of your business situation.
5. Your preferred timescales for starting the work.

About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

Make it real. | www.capgemini.com



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