

The Other Sogeti



www.sogeti.com/theothersogeti



SOGETI

A modest approach to making a difference

An obligation, not an 'optional extra'

Corporate Social Responsibility; at Sogeti we take it seriously.

There are many ways of describing Corporate Social Responsibility (CSR), but for us it means touching and changing, for the better, the lives of people beyond the immediate boundaries of our company. It's engaging in initiatives that make a difference, both top-down and bottom-up; being a good corporate citizen; and taking into consideration wider environmental sustainability. Most importantly, the impact of what we do should be felt by others rather than ourselves.

We also believe CSR is something that all of us in our business and private lives should take into account, and at Sogeti we are actively taking small, but nevertheless, significant steps to embed a more empathetic view of the world into our culture. It is a realistic and pragmatic approach; we acknowledge that our impact will be always limited and possibly difficult to measure, but inaction is not an alternative.

As a decentralized group of companies, we take both a local and global view of what needs to be done and where. We recognize that each Sogeti country comes to CSR with a different cultural understanding and approach, shaped by their own convictions and beliefs.

But beneath these differences, there is a shared commitment to be responsible to the wider society of which we are part, and a central belief that we have a duty to use our IT skills and the energies of our people to bring about positive change – a reflection of our company's core values.

Furthermore, even in a challenging economic climate, Sogeti will continue to invest in CSR, because it is not an 'optional extra' when times are good. It is an obligation to look beyond financial profits and self-interest, to do something extra that has no obvious direct commercial impact.

Why this brochure? Clients, suppliers and employees who interact with Sogeti see an efficient, commercial, technological organization, but there is 'another side' that we want to make more visible: to explain what it means to work at Sogeti, our vision of CSR and where we are focusing our CSR energies. This brochure details concrete initiatives that are having a modest, but positive, impact on those less fortunate, both near and far.

Taking a stand from the top

Sogeti's commitment to CSR starts at the top, with senior-level engagement. Initially our CSR involvement focused on charitable sponsorships and financial contributions, but is now evolving into a more 'hands-on' partnership approach that helps others to help themselves.

At the Group level, Sogeti has worked with PlaNet Finance, an international non-governmental organization that aims to alleviate poverty worldwide through the development of microfinance, since its creation in 1998. We are now a vital support to the organization, helping it to grow and concentrate on its core mission. This is not just about giving money, but about offering our know-how, providing technological expertise and critical IT systems support, saving money and time, and so enabling PlaNet Finance to invest even more money in microfinance initiatives.

In addition, we are creating opportunities for our people to fulfill an IT auditing mission, enabling them to witness first-hand the valuable work that PlaNet Finance does 'in the field'. And we were delighted to be named winner of the 'Outstanding Corporate Citizenship Initiative' by IBM in 2008 for our work with PlaNet Finance.

We believe that providing time rather than just money has a highly positive multiplier effect on both the organizations and people involved, helping to expand the value we generate and the number of people we reach. Ultimately we believe that we will become more and more actively involved in direct intervention, by changing the engagement from financial sponsorship to active partnerships and entrepreneurship.



"The Microfinance and New Technologies prize will help me raise more funds and find new partnerships to develop Neocaster at an international level – thanks to PlaNet Finance and Sogeti."

Alain Kaplan, founder of Neocaster, and winner of one of the first International Microfinance Awards organised by PlaNet Finance and supported by Sogeti, awarded to micro-entrepreneurs from around the world.

◀ Winners of the International Microfinance Awards. Alain Kaplan, fourth from the left.

Providing time rather than just money



Working together

Sogeti Group supports **PlaNet Finance**, helping them to spread the word by co-creating a Microfinance Chair, with PlaNet Finance and the ESCEM Business School in France, and by sponsoring PlaNet Finance's first Microfinance Awards presented to micro-entrepreneurs from across the globe.

www.planetfinancegroup.org

The Naandi Foundation is one of the largest and fastest growing social sector organizations in India working to make poverty history. Sogeti is involved in a Foundation partnership program 'The Power of 50 – Doing a lot with less', which supports the education of girls through meaningful financial assistance. So far, over 1,100 girls have been supported by both Capgemini and Sogeti employees.

www.naandi.org

Inspired by our own employees

Action-driven, professional, delivery-focused people are the essential element of Sogeti's successful client engagements. So it is no surprise that Sogeti employees, as individuals, have always been pro-active in contributing to society, whether fundraising for chosen charities or contributing personal time or technical expertise.

Sogeti's CSR approach is, in many ways, led by our own employees who are the key driving force for a range of initiatives. Sogeti encourages and supports this creative energy, challenging its professionals to generate innovative ideas and helping to put the suggestions into action in projects that are 'close to home'.

In the Netherlands, for example, an incentive scheme regularly selects a proposed employee CSR idea, based on its practical application and its potential impact. Sogeti then provides money and means to make these ideas a reality.

Sogeti's entrepreneurial company culture gives these individual local initiatives the opportunity to develop and grow. As a result, more and more people are getting involved, a movement we are keen to support and encourage.

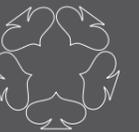


"The business support my family and I have received has given me the confidence to believe that the fruit and vegetable shop I've just set up will be a success now and in years to come."

Imani Siteni Mwakyoma,
Tanzania, recipient of support from
Sogeti employees through Bongo
Development Tourism.

*The opportunity
to develop and grow*

Working together



In Tukuyu, Tanzania, Sogeti supports small-scale business owners through **Bongo Development Tourism**. Sogeti employees not only donate money but also business coaching to start-up enterprises such as Mrs Agnes Cleopatra Mpuso's sweater business or Mr Ezekia Mwamulangale's hen farm.

<http://bdt.uwazi.com>

Sogeti Netherlands has partnered the Dutch **Make-A-Wish Foundation**, which helps children with life-threatening medical conditions through its wish-granting work. Sogeti gives both money and hands-on consultant support – professionalizing their IT infrastructure on an entirely pro bono basis.

www.doeenwens.nl

Sogeti Belgium supports **Simon & Odil**, an innovative organization dedicated to helping chronically sick children in hospital to keep in touch with the wider world through the provision of PC technology.

www.simonodil.com

Sogeti Ireland supports **The Society of St. Vincent de Paul**, the largest voluntary, charitable organization in Ireland that champions the rights of the poorest members of society and gives practical support to those experiencing poverty and social exclusion.

www.svp.ie

Maintaining high standards as a corporate citizen

Keeping us focused on what is important



Working together

Sogeti France supports **Nos Quartiers ont des Talents**, a network building communication between organizations and graduates from all districts in the Paris area to promote equal employment opportunities.

www.nosquartiers-talents.com

Sogeti Sweden contributes to the development of **Womentor**, a mentor program for women leaders in the IT and telecom sectors, set up to strengthen the sectors by using the competences of more women and retaining their skills.

www.womentor.se

L'École de la deuxième chance helps adults aged 18–25 who have left the school system with no qualifications. Sogeti France works with the School to assist those who want to go back to education and work.

www.e2c93.fr

As part of the Capgemini Group, adherence to our shared Values (Boldness, Freedom, Fun, Honesty, Modesty, Team Spirit and Trust) and strong ethical behavior have been the foundations of our development. We therefore take our responsibilities as corporate citizens seriously – to all our main stakeholders – employees, clients, shareholders, suppliers, and neighbors. What you would expect from a law-abiding company with commercial self-interest maybe, or “selfish altruism” as Jacques Attali of PlaNet Finance has aptly described it!

However, we expect employees and clients to hold us to account in attaining and maintaining the highest standards when providing services and employment. Employee and client satisfaction surveys are ongoing ‘checks and balances’, keeping us focused on what is important in a dynamic environment.

Sogeti places significant value on positive and flexible working conditions, technical competences and the professional development of our staff, through equitable recruitment, personal development and career-path opportunities.

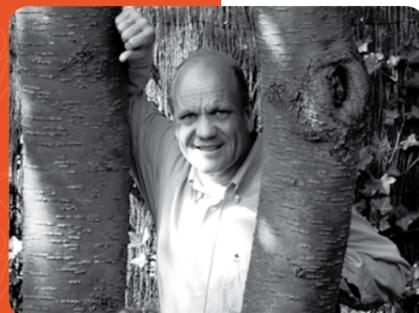
In addition to abiding by the UN's Global Compact and our Group's Ethical charter, we go further by actively promoting opportunity, diversity and equality in the workplace inside and outside the Group. Local workplace initiatives include:

Promoting equality of opportunity

- o endorsing special programs that encourage women in the IT workplace
- o collaborating with Hanploi.com, a platform for recruiting disabled people
- o Coaching and encouraging less advantaged young people to take up training and educational opportunities.

Encouraging workplace diversity

- o Supporting a US mentorship program to promote diversity in the workplace
- o Supporting Microsoft's DigiGirlz program, giving young women a chance to experience, firsthand, cutting-edge technology.



“Our ambition is clear. We'll continue to extend our sponsorship of CSR projects but also actively use our extensive professional knowledge of IT to help our partner organizations make a real difference through a range of concrete actions.”

René Speelman
Group CSR Director Sogeti

Contributing to a sustainable future

Despite the cliché, Sogeti cares about the protection and sustainability of the environment. We believe that global warming is a reality and that it is our collective responsibility to take steps to ensure a viable planet for the next generation. This means reducing now both the impact we make on our immediate environment, as well as the wider and more unseen effect – such as limiting the size of our work-related CO₂ footprint.

Again, we take a local approach to this global issue, with the development of small and larger initiatives to reduce our impact on the environment; cutting back on paper usage and non essential business travel, encouraging the use of fuel-effective cars and car-sharing, making it easier to use public transport through a special travel card.

We ensure all new Sogeti offices are ‘smart’ buildings and encourage home-working or telecommuting. We support the UN's ‘World Environment’ Day and have established a Sogeti ‘Green Week’ to raise people's awareness of sustainable development issues, calculate the carbon footprint of their trip to and from work, and make commitments to change their behavior at work to reduce their environmental impact.

But we can do more. We are in a privileged position to help others meet the challenge of increasing environmental constraints and demands. Our work with clients – particularly in our High Tech division – often focuses on the development of innovative technologies that reduce energy and materials usage, and we are involved in a French Government initiative to help industry become more environmentally conscious. The Sogeti red is becoming greener and greener each day.



“To preserve cetaceans in the sea, we rely on the dedicated knowledge and consistent commitment of our teams and partners. Sogeti's contribution to our acoustic detection system is helping us to understand more about the behavior of these extraordinary creatures.”

Didier Fusaro, Leader of the SMAC (System of Acoustic Monitoring of Cetaceans) Project for GREC.

Limiting the size of our CO₂ footprint



Working together

Sogeti supports a scientific project for **GREC, the international Group for Research into Cetaceans** (sea mammals including whales, dolphins, and porpoises), helping to develop experimental sonar software to track and listen into these threatened species.

www.cetaces.org

Sogeti participates in two programs for the **Arbor Day Foundation**, a charity that inspires people to plant, nurture and celebrate trees. Sogeti has sponsored the planting of 500 trees following forest fires in western US states and is supporting the Foundation's Rainforest Rescue program, sponsoring the replanting of 2,300 square meters (25,000 square feet) of rain forest.

www.arborday.org

Human Village brings together citizens, associations and businesses who are actively involved in issues of the environment and sustainable development. Sogeti is helping to develop green IT tools in partnership with Human Village.

www.humanvillage.com

Find out more about Sogeti and CSR

On our CSR journey so far, we have taken a number of small steps, and with CSR firmly 'front of mind', we will continue to develop new initiatives around the world.

If you would like to know more about how Sogeti is taking its corporate social responsibilities seriously, please visit:

www.sogeti.com/theothersogeti

or contact:

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About Sogeti

Sogeti is a leading provider of professional technology services, specializing in Application Management, Infrastructure Management, High-Tech Engineering and Testing. Working closely with its clients, Sogeti enables them to leverage technological innovation and achieve maximum results. Sogeti brings together more than 20,000 professionals in 14 countries and is present in over 200 locations in Europe, the US and India. Sogeti is a wholly-owned subsidiary of Cap Gemini S.A., listed on the Paris Stock Exchange.

The other Sogeti

The companies within the Sogeti Group are committed to acting responsibly towards society and the world at large. We strongly believe that, by leveraging our IT expertise and the commitment and skills of our 20,000 employees, we can bring about change. In both our local communities and globally, we support real and pragmatic initiatives that will have a positive impact in three areas: 'Giving back to Society', Education & Employment and the Environment. Our CSR programs are focused on microfinance solutions, enablement through education and equal opportunity, and green technological solutions.

For more information please visit www.sogeti.com.

We are present in Belgium, Denmark, France, Germany, India, Ireland, Luxemburg, Netherlands, Norway, Spain, Switzerland, Sweden, UK and the U.S.



We will share this brochure online and via email. Printed versions will be consistently and consciously limited and always produced on environmentally-friendly paper.

