



ENABLED BY OUR TALENT

Unlocking the
potential of
neurodivergent
talent

CapAbility

DIVERSE TALENT AT CAPGEMINI

ENABLED BY OUR TALENT



It is our conviction that a diverse, equitable, and inclusive environment makes for a more resilient, agile, and successful company.

Shobha Meera, Chief Corporate Social Responsibility Officer

TALENT

1 in 3

Job seekers would not apply to an organization that lacks diversity in its workforce*

We focus on everyone's talents and enabling their abilities

CLIENT FOCUS

PERFORMANCE

We are building an agile, creative, innovative, and inclusive workplace for all

INNOVATION

4

Organizations with advanced inclusive practices are **4x** more likely to **create inclusive products***

1.4

Inclusive companies generate **1.4 times more revenue** per employee*

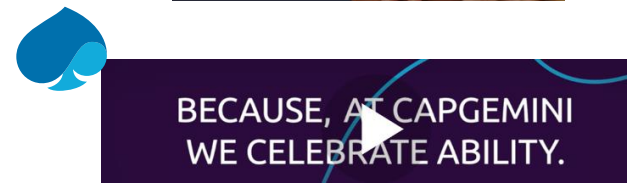
1.7

Inclusive companies are **1.7 times** more likely to be **innovation leaders** in their respective markets*

UNLOCKING OUR EXISTING TALENT



Autism – Acceptance and Awareness in April & beyond at Capgemini
13/04/2022



INCREASING OUR NEURODIVERSE TALENT



Demonstrating our commitment & experiences:
E.g., Australia launched awareness series & conversations



Capgemini
Eureka Institute
How can we make the workplace more welcoming for neurodivergent people?
We asked Karina Heikala Ph.D., who has a complex PTSD.
Karina speaks directly about her experiences here and how we can make the workplace a more #Inclusive understanding environment.
<https://bit.ly/3Wkz3>

#NeurodiversityMonth #GetTheFutureYouWant



Targeted Recruitment:
Partnering with associations on ND recruitment in **USA and UK**



Neurodivergent Digital Inclusion:
Offering technology training for neurodivergent people & hiring them in **Brazil**



Building Effective Partnerships:
Identifying and enhancing our relationships with strategic partners focused on Neurodiverse talents



Inclusive Technology Solutions:
Supported the development of a mobility application for neurologically challenged people in Australia & France



Inclusive Recruitment Processes:
Reviewing our recruitment process, including advertising methods, role descriptions and interview approaches



About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of over 340,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

Get the Future You Want | www.capgemini.com



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