



Capgemini



**REFLECT  
RECONCILIATION  
ACTION PLAN**  
May, 2023-24



## Acknowledgement of Country

Capgemini recognises the Aboriginal and Torres Strait Islander people as the traditional custodians of the land on which we live and work. We pay our respects to Elders past and present.

Sovereignty was never ceded.

This was and always will be Aboriginal land.



## Woka: The Voice of Community Belonging

### *Woka (Meaning Land in my Yorta Yorta)*

Within this artwork, I have placed multiple gathering circles of community. In the centre of this piece, I have placed the biggest gathering circle in the middle. This depicts Capgemini's strong commitment to all Aboriginal peoples physical, mental and spiritual health and well-being and tells a story of all community coming together to show respect, acknowledge and share their stories, experiences.

Within the background I have multiple symbols representing the lands we all walk on and come from. The big mighty waters, our beautiful native animals and acknowledging all Aboriginal Nations and clan groups within Australia.

### About the Artist

Alkina Edwards, is a proud Yorta Yorta, Wemba Wemba, Mutthi Mutthi and Wiradjuri Women, living on Yorta Yorta country and the creative behind Alkina Creations.

You can reach Alkina through her Instagram: [AlkinasCreations](#)



## A Message from Reconciliation Australia:

Reconciliation Australia welcomes Caggemini Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Caggemini Australia joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Caggemini Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Caggemini Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



## A statement from Kaylene O'Brien, Managing Director, Australia

It is an honour to be part of the Reconciliation Action Plan (RAP) program amongst a cohort dedicated to supporting and advancing Australia's national reconciliation movement.

The endorsement of the Caggemini Reflect Reconciliation Action Plan represents an important milestone in our reconciliation journey - marking our commitment to First Nations peoples and the beginning of a strong partnership for the future. Caggemini's purpose is to unleash human energy through technology for an inclusive and sustainable future for all. In doing this, we strive to break down barriers and to drive social and environmental change so that, together, we'll get the future we want for our people, our society and our planet.

Our inaugural Reconciliation Action Plan is the blueprint and an actionable framework for sustaining meaningful and continuous change across the dimensions of reconciliation. It will ensure that we continue to champion increased education, awareness, recognition and respect for Aboriginal and Torres Strait Islander cultures and histories, and to celebrate First Nations' inalienable rights, knowledge, and leadership.

It will also hold us to account in ensuring that we use the strength of our own voice and influence to bring those around us — our employees, clients, partners and supplier ecosystem — on this journey. In addition, it will allow us to work hand in hand with Aboriginal and Torres Strait Islander consultants and partners to create new opportunities, programs and pathways.

And most importantly, it will ensure that the voices of First Nations peoples are heard, considered and represented within Caggemini's culture, policy and solution design, for an inclusive and equitable future for all.



**Kaylene O'Brien,**  
Managing Director, Australia





## Our business

Cappgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided every day by its purpose of unleashing human energy through technology for an inclusive and sustainable future. We are a responsible and diverse organisation of 360,000 team members in more than 50 countries. With our strong 55-year heritage and deep industry expertise, Cappgemini is trusted by our 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.

At the very heart of Cappgemini is our purpose to build an inclusive and sustainable future for all, enabled by technology, drawing on the energy of its talents and also the talents of its customers and partners. Paul Hermelin, Chairman of the Board, and Aiman Ezzat, Chief Executive Officer of Cappgemini, said:

*"Cappgemini has a key role to play in ensuring that the future lives up to all its promises. We believe that all technologies can enable progress for everyone if, first and foremost, they are designed by and for humans. As a responsible company, the Group is realistic when it comes to the promises as well as the risks of technological innovation: our role is to make it useful, accessible and ethical. This purpose must act as a compass for each and every employee."*

Every day, we strive to operate in an exemplary manner and earn the trust of everyone we work with and the communities we serve. As an organisation, we see the need to create a culturally safe and responsive organisation that considers First Nations' perspectives in our technological designs and solutions to drive practical, accessible and ethical standards. Underpinning this drive is our seven values chosen over 50 years ago by Cappgemini founder Serge Kampf; values of honesty, boldness, trust, freedom, team spirit, modesty, and fun guide and inspire everything we do.

Within our Australian and New Zealand business, we have approximately 3300 employees and this is continually expanding through acquisitions and organic growth. We work across most of the major cities in Australia, including Sydney, Melbourne, Canberra, Brisbane, Adelaide, Perth and Hobart. Our Aboriginal and Torres Strait Islander representation is still being defined, though currently we believe its approximately 1% (30-35 employees) based on several surveys completed over the past few years.

We are fortunate to have people from many backgrounds come to Australia from across our global network who contribute to our diverse and inclusive workplace culture and drive innovation. We also understand the need to ensure we educate all our people on the histories, truth, responsibility for country and the need for reconciliation. This is our first RAP and we recognise it is just the beginning and we are still learning.



## Our RAP

We are developing this RAP as we recognise that this land was never ceded, and we believe that genuine inclusion must begin with reconciliation. With our voice as a multinational company, we support the Uluru Statement of the Heart and the creation of opportunities for Aboriginal and Torres Strait Islander peoples to have a voice in the future of this country.

As an award-winning company for our diversity and inclusion programs, we are wanting to step out boldly to harness commitment and passion in our RAP journey. To ensure that Aboriginal and Torres Strait Islander voices are represented within our culture, policy and solution design.

To achieve this, we have a responsibility as a company to develop a culture of belonging both in our own workplaces and in the way we work with our clients and partners on Aboriginal Torres Strait Islander lands.

We aim to make Cappgemini an inclusive place to work for all, including Aboriginal and Torres Strait Islander peoples and ensure the appropriate programs, policies, processes and frameworks allow everyone to bring their true selves to work. This includes the establishment of specific programs to create opportunities for diverse candidates to start and recommence their careers in technology.

We acknowledge that we do not hold organization wide data on the number of Aboriginal and Torres Strait Islander colleagues within our current employee population but given the societal importance of reconciliation, we believe it is vital to commit to this RAP.





### About Cappgemini

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Learn more about us at [www.cappgemini.com](http://www.cappgemini.com)

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Cappgemini Australia

## REFLECT RECONCILIATION ACTION PLAN

July 2023-24

