



## Driving Inclusivity & Culture of Openness

*At Capgemini, wellness is a strategic imperative. The company has a dedicated Health & Safety team since 2015, and a comprehensive EAP in partnership with Optum since October 2017. During COVID-19, Capgemini stepped up its programme of holistic support for comprehensive employee care.*

### RAPID ROUNDUP

- The stigma around mental health is real, and Capgemini has fostered a strong environment where people can open up about their vulnerabilities and seek professional help.
- Currently, EAP utilisation has more than doubled when compared with 2019.

### Happiness & Mental Wellness

Employee happiness and well-being is a critical dimension of our journey to enhance experience and build employee belongingness. It brings together diversity, inclusion, as well as physical, psychological and emotional well-being under a single umbrella.

Capgemini's focused 24x7 mental wellness initiatives were spread across:

- Employee Assistance Programme
- Stress calculators and self-help portal access
- Bay Connects for informal work floor discussions
- Monthly webinars with internal and external experts

### Response to COVID-19

Capgemini renewed its attention on sensitizing its employees on stress and anxiety management, emotional intelligence, and managing work-life integration. We launched a COVID-focused wellness programme in July 2020; we sustained its momentum through additional layers to enhance the happiness quotient for our people.

- An 18-series Webinar campaign titled 'Dealing With Anxiety About COVID' was launched.
- Wellness From Home & Ergonomics From Home Series, a 'Daily Guided Meditation' session, saw employees and their family members upskilling on meditation and yoga.
- Opened medical clinics at Capgemini offices for teleconsultation by employees and families.
- Started Safe Space Counselling sessions, especially for LGBTQ+ employees after several cases of depression were reported among its members.
- Recognising domestic violence as a pervasive crime and the high incidence in such cases especially during the pandemic, regular sessions were held on 'Domestic

Violence and Its Impact on Family.'

- 4-day workshop for People Managers to 'Identify and Manage Stress & Anxiety' was organised.
- Enabled 1-to-1 connect of Persons with Disabilities (PWD) and LGBTQ+ members with self-help groups / NGOs and government agencies.
- 21-Day Happiness Challenge to spread happiness by engaging with friends, colleagues and family members via small challenges, plus continuing a highly-popular Fun activity series.

### Awareness on Mental Labelling

Capgemini drove a high-decibel communication campaign to create greater awareness about health and wellness overall.

- Created a medium for people to connect with fellow colleagues and share their mental health issues and concerns. It is in line with the 'Well Being & Responsible Ops' SDG of UNGCNI on mental wellness and health.
- Multiple themed communications and mailers published highlighting 24x7 helplines. These were followed up with Intranet polls, and disseminated via internal social media such as Yammer, MS Teams, and Employee Resource Group networks.
- Continuous communication by leaders to employees with targeted messages on empathy, mental awareness, and confidence building, along with inspiring campaigns like #StrongerTogether and Locked Down but not Knocked Down.

