

Acting responsibly
as a business is not
an optional extra. It's
the starting point for
everything we do





EXECUTIVE SUMMARY

At Logica we are committed to building a sustainable business. Living and operating in our day to day business eco-system, we work to improve the environmental sustainability of our operations. We also want to ensure we operate as an ethical and socially responsible business. And as our people are at the heart of our own and our clients' success, we want to protect their best interests, support their learning and development and uphold the highest standards of corporate governance.

By publishing this report, we demonstrate our support of the Global Reporting Initiative (GRI), one of the world's most prevalent standards for sustainability reporting guidelines. Through this and subsequent reports, we will openly communicate the progress of our ongoing economic, environmental and social performance. We will adapt and refine our approach to corporate responsibility by actively seeking views on this report from our clients, shareholders, employees, non-governmental organisations, governments, local neighbours, end-consumers and other interested parties.

Driving our ambition to build a sustainable business is our passion and respect for the well being of our planet, our local communities, our global business eco-systems, together with a desire to drive economic growth through the low carbon economy. Our approach to Corporate Responsibility is also driven by the desire to maintain a motivated, engaged, high calibre workforce and to build a strong reputation in corporate citizenship that marks us as a partner of choice for customers and suppliers.

To achieve these objectives we are focusing on three priority areas:

- respecting the environment
- making a positive difference to the community
- making Logica a great place to work

Our specific targets for each of these priority areas can be found in the 2008 Annual Report.

OUR SUSTAINABILITY STRATEGY

We look to build the long-term competitive advantage and value for the business by delivering IT and business services that not only deliver benefits to our customers but make a positive contribution to people and the environment. We help emergency services to respond faster, we improve road, rail and air traffic control systems, and we develop emissions management and trading systems.

We actively respond to the challenges and opportunities around climate change, sustainability and the environment. Businesses, markets and governments need to transition to a low carbon, sustainable way of doing business. Our environmental management capabilities help our clients along this journey.



CORPORATE GOVERNANCE

Strong corporate governance and responding to a changing environment remain our guiding principles. We aim to ensure that our communication channels with customers, employees, investors, vendors and society are open and collaborative. We have a strong internal communications framework to inform and involve employees in the company strategy, specific events and initiatives. To ensure the Company's objectives and performance are understood, Board members and Investor Relations met with over 300 shareholders at meetings and conferences in 2008. Our Remuneration Committee is composed entirely of independent Non-Executive Directors. Our Board uses a framework of prudent and effective controls to determine and implement the Group's goals. Our CEO Andy Green is briefed on the company's sustainability issues on a quarterly basis. The Board conducts an evaluation of our CR and sustainability programme on an annual basis. A Group-wide CR board, with Executive Committee representation, meets on a quarterly basis and reviews the targets and progress of our CR programme.

ECONOMIC RESPONSIBILITY: SUSTAINABLE ECONOMIC GROWTH

Our strategy builds on our distinctive strengths with the intention of making us our clients' most trusted innovation partner and delivering value to our shareholders. We support a sustainable business environment including a skilled local workforce with global reach. We are a strong European company which creates innovative and practical solutions tailored to the needs of our clients and responsive to their external environment. Our focus is to reduce overhead costs and enhance our operational flexibility while investing in future growth of the Company. In 2008, we achieved the financial targets we set out to shareholders while strengthening our management capability, implementing our strategy, and transforming the business around our key European clients.

Our key stakeholders increasingly expect us to operate our business in a way that is economically, socially and environmentally sustainable and that we show leadership in these areas. Meeting these expectations is not just the right thing to do – it helps us to function successfully as a business, attract and retain high calibre people, retain key contracts and take on new challenges.

The uncertainties around the rate and magnitude of the impacts climate change will bring, are not delaying our effective action to counter the effects of this problem. We are already addressing the implications of climate change to protect our shareholders and society.

ECONOMIC:

Key profit and revenue figures	Actual Profit: £86m Revenue: £3,588m
Nr of countries in which we operate	36
Wages and benefits	£1,954.1m
Government grants & subsidies for research and training	£4.9m

ENVIRONMENTAL:

Carbon emissions	143,819 tonnes of carbon dioxide equivalent (tCO ₂ e)
Electricity consumed	150.173.074 KWh
Natural gas consumed	2,433,306 m ³
Paper consumption	568.2 tonnes
Water consumed	207.656 cubic metres
Fuel consumed for car travel	32,328,934 litres
Total travel ¹	451,677,411 kms

¹ Includes both electricity consumption and district heating

² Includes both business travel & staff commuting by car, air and train

LABOUR/HUMAN RIGHTS:

Nr of employees	39,937
Attrition rate	14.5%
Paper consumption	568.2 tonnes

SOCIAL:

Total nr of staff involved in community programmes: 51 staff involved in global programmes; 157 staff involved in local programmes

PRODUCT

R&D investments	£17.9 million ³
Customer satisfaction	Our client satisfaction index rose by 3% in relative terms

³Of which £10.9 million was capitalised. This amount does not include the cost of funding of our innovation centres in India.

Logica is a leading IT and business services company, employing 40,000 people. It provides business consulting, systems integration, and IT and business process outsourcing services. Logica works closely with its customers to release their potential - enabling change that increases their efficiency, accelerates growth and manages risk. It applies its deep industry knowledge, technical excellence and global delivery expertise to help its customers build leadership positions in their markets. Logica is listed on both the London Stock Exchange and Euronext (Amsterdam) (LSE: LOG; Euronext: LOG). More information is available at www.logica.com.

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