

# GRI content index



Our 2020 CSR Report aligns with the GRI Standard as a basis for disclosure.  
For more information, please visit the [GRI website](#).

GRI	F2020 Reference
<b>GRI 102: General disclosures 2016</b>	
<b>Organizational profile</b>	
102-1	Name of organization <a href="#">CGI Annual Report</a> p. 8 <a href="#">Annual Information Form</a> p. 1
102-2	Activities, brands, products, and services <a href="#">CGI Annual Report</a> p. 8 <a href="#">Annual Information Form</a> pp. 6–7
102-3	Location of headquarters <a href="#">CGI Annual Report</a> p. 8 <a href="#">Annual Information Form</a> p. 1
102-4	Location of operations <a href="#">Annual Information Form</a> pp. 5–6; pp. 8–9
102-5	Ownership and legal form <a href="#">Annual Information Form</a> p. 1 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> p. 8
102-6	Markets served <a href="#">CGI Annual Report</a> pp. 8–10 <a href="#">Annual Information Form</a> p. 7
102-7	Scale of the organization <a href="#">CGI Annual Report</a> p. 8 Total number of employees <a href="#">Annual Information Form</a> pp. 8–9 <a href="#">CGI Annual Report</a> Results p. 12 Revenues
102-9	Supply chain <a href="#">CGI CSR Report</a> p. 44 Supply chain
102-11	Precautionary Principle or approach <a href="#">CGI CSR Report</a> p. 47 Risk Management

GRI	F2020 Reference
102-12 External initiatives	<p><a href="#">CGI CSR Report</a> p. 50</p> <p>UN Global Compact</p> <p>ISO 14001</p> <p><a href="#">Science-Based Target Initiatives</a> for CGI in UK</p> <p><a href="#">Fossilfritt Sverige (Fossil-Free Sweden)</a> for CGI in Sweden (in Swedish)</p> <p>CGI Co-founder of the Handitech in France: <a href="https://www.cgi.fr/fr-fr/la-handitech">https://www.cgi.fr/fr-fr/la-handitech</a> (in French)</p> <p>CGI Co-founder of the national centre "AI Sweden" <a href="https://www.cgi.com/se/sv/AllInnovationforSweden">https://www.cgi.com/se/sv/AllInnovationforSweden</a> (in Swedish)</p> <p>Partner of a University Chair good in tech: <a href="https://www.cgi.fr/fr-fr/blog/technologie-au-service-du-bien-commun-good-in-tech">https://www.cgi.fr/fr-fr/blog/technologie-au-service-du-bien-commun-good-in-tech</a> (in French)</p> <p>Member of Alliance Green IT (AGIT) France <a href="https://alliancegreenit.org/les-organisations-membres">https://alliancegreenit.org/les-organisations-membres</a> (in French)</p> <p>Member of Institut du Numérique Responsable (INR) <a href="https://institutnr.org/nos-adherents">https://institutnr.org/nos-adherents</a> (in French)</p>
<b>Strategy</b>	
102-14 Statement from senior decision-maker	<p><a href="#">CGI CSR Report</a> p. 2 CEO's Letter</p>
102-15 Key impacts, risks, and opportunities	<p><a href="#">CGI CSR Report</a> p. 47</p> <p><a href="#">CGI Annual Report</a> pp. 57–66</p> <p><a href="#">Annual Information Form 2020</a> p. 10</p>
<b>Ethics and Integrity</b>	
102-16 Values, principles, standards, and norms of behaviour	<p><a href="#">Code of Business Ethics</a></p> <p><a href="#">Third party Code of Business Ethics</a></p> <p><a href="#">Ethics reporting policy</a></p> <p><a href="#">The CGI Constitution</a></p> <p>CGI's values, principles, standards, and norms of behaviour are reviewed and approved annually by the Board of directors, and are subject to training that is mandatory when employees are hired, as well as annual training for all. Each employee must commit to them by signing annually. Our Executive Vice-President, Legal and Economic Affairs, and Corporate Secretary is responsible to maintain them. They are available in English and French.</p>
102-17 Mechanisms for advice and concerns about ethics	<p><a href="#">Code of Business Ethics</a></p> <p><a href="#">Third party Code of Business Ethics</a></p> <p><a href="#">Ethics reporting policy</a></p>

GRI	F2020 Reference
<b>Governance</b>	
102-18	Structure <a href="#">CGI CSR Report</a> p. 49 Our CSR Governance
102-19	Delegating authority <a href="#">CGI CSR Report</a> p. 49 Our CSR Governance <a href="https://www.cgi.com/en/investors/corporate-governance">https://www.cgi.com/en/investors/corporate-governance</a>
102-20	Executive-level responsibility for environmental, economic, and social topics <a href="#">CGI CSR Report</a> p. 49 Our CSR Governance
102-21	Consulting stakeholders on economic, environmental, and social topics 2020–2021 <a href="#">Insights to Action report</a> p. 4 <a href="#">Annual Information Form</a> 2020 p. 10; p. 44
102-22	Composition of the highest governance body and its committees <a href="#">Board of Directors</a>
102-23	Chair of the highest governance body <a href="#">CGI CSR Report</a> p. 49 Our CSR Governance <a href="https://www.cgi.com/en/investors/corporate-governance">https://www.cgi.com/en/investors/corporate-governance</a>
102-24	Nominating and selecting the highest governance body <a href="#">Charter of the Board of Directors</a> p. 3 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> p. 56
102-25	Conflicts of interest <a href="#">Charter of the Board of Directors</a> p. 3 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> p. 54 <a href="#">Code of Business Ethics</a>
102-26	Role of highest governance body in setting purpose, values, and strategy <a href="#">Charter of the Board of Directors</a> p. 2; pp. 4–6 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> pp. 72–73 <a href="#">The CGI Constitution</a>
102-27	Collective knowledge of highest governance body <a href="#">CGI CSR Report</a> p. 43 Our responsibilities
102-28	Evaluating the highest governance body’s performance <a href="#">Charter of the Board of Directors</a> p. 7 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> p. 55

GRI	F2020 Reference
102-30 Effectiveness of risk management processes	<a href="#">Charter of the Audit and Risk Management Committee</a> p. 9 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> pp. 59–60
102-31 Review of economic, environmental, and social topics	<a href="#">CGI CSR Report</a> p. 49 Our CSR Governance
102-32 Highest governance body’s role in sustainability reporting	<a href="#">CGI CSR Report</a> p. 49 Our CSR Governance
102-33 Communicating critical concerns	<a href="#">CGI CSR Report</a> p. 49 Our CSR Governance
102-35 Remuneration policies	<a href="#">Charter of the Human Resources Committee</a> p. 2; pp. 4–5 <a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> pp. 20–42

### Stakeholder engagement

102-40 List of stakeholder groups	Employees, Clients, Shareholders
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### Reporting practice

102-48 Restatements of information	<a href="#">CGI CSR Report</a> p. 51 Performance Data Tables
102-49 Changes in reporting	<a href="#">CGI CSR Report</a> p. 1 About this report
102-50 Reporting period	<a href="#">CGI CSR Report</a> p. 1 About this report
102-51 Date of most recent report	<a href="#">CGI CSR Report</a> p. 1 About this report
102-52 Reporting cycle	<a href="#">CGI CSR Report</a> p. 1 About this report
102-53 Contact point for questions regarding the report	<a href="#">CGI CSR Report</a> p. 54 Back Cover contact
102-54 Claims of reporting in accordance with the GRI Standards	<a href="#">CGI CSR Report</a> p. 1 About this report
102-55 GRI content index	<a href="https://www.cgi.com/en/corporate-social-responsibility">https://www.cgi.com/en/corporate-social-responsibility</a>
102-56 External assurance	We have not sought external assurance for the full report this year. We are in progress to implement the assurance process.

**GRI** **F2020 Reference**

**GRI 103: Management Approach 2016**

103-1	Explanation of the material topic and its Boundary	<a href="#">CGI CSR Report</a> p. 2 CEO Letter
103-2	The management approach and its components	<a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> pp. 57–58
103-3	Evaluation of the management approach	<a href="#">Notice of Annual General Meeting of Shareholders and Management Proxy Circular</a> p. 21 <a href="#">Charter of the Human Resources Committee</a> p. 2; pp. 4–5

**GRI 201: Economic Performance 2016**

201-1	Direct economic value generated and distributed	<a href="#">CGI Annual Report</a> revenues - Operating expenses p. 71 salaries and other member costs p. 115 key management personnel p. 124 Share-based payments p. 113 Income Tax p. 99 CARES Act payment deferral program liabilities p. 99 Long-term debt p. 98 Net finance costs p. 116 Financing activities p. 75 Net earnings p. 71 Note 29 on segmented information p. 121. The company discloses revenues, earnings before taxes, details on some operating expenses per segment.
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">CGI Annual Report</a> Defined Benefit p. 87; 102; 107; 108 Other benefit plans p. 109
201-4	Financial assistance received from government	<a href="#">CGI Annual Report</a> R&D and other tax credits received amounts p. 115 Tax credits p. 82 R&D and other tax credits accounts receivables p. 91 CARES Act payment deferral program liabilities p. 99

GRI	F2020 Reference
<b>GRI 205: Anti-corruption 2016</b>	
205-1	Operations assessed for risks related to corruption Charter of the Audit and Risk Management Committee <a href="#">CGI CSR Report</a> p. 47 Risk Management
205-2	Communication and training about anti-corruption policies and procedures <a href="#">CGI CSR Report</a> p. 51 Performance Data Tables
205-3	Confirmed incidents of corruption and actions taken From time to time, CGI is involved in various matters arising in the ordinary course of its business. To the best of our knowledge, CGI does not believe that the disposition of any such current matters could reasonably be qualified as confirmed incidents of corruption expected to have a material adverse impact on CGI's financial position, results of operations or its ability to carry on any of its business activities.
<b>GRI 301: Materials 2016</b>	
301-1	Materials used by weight or volume <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
301-2	Recycled input materials used <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
<b>GRI 302: Energy 2016</b>	
302-1	Energy consumption within the organization <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
302-2	Energy consumption outside of the organization <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
302-3	Energy intensity <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
302-4	Reduction of energy consumption <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
302-5	Reductions in energy requirements of products and services <a href="#">CGI CSR Report</a> p. 36 Sustainability solutions and services
<b>GRI 303: Water and Effluents 2018</b>	
303-5	Water consumption <a href="#">CGI CSR Report</a> p. 53 Performance Data Tables

**GRI** **F2020 Reference**

**GRI 305: Emissions 2016**

305-1	Direct (Scope 1) GHG emissions	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
305-4	GHG emissions intensity	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
305-5	Reduction of GHG emissions	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables

**GRI 306: Waste 2020**

306-1	Waste generation and significant waste-related impacts	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
306-2	Management of significant waste-related impacts	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
306-3	Waste generated	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
306-4	Waste diverted from disposal	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables
306-5	Waste directed to disposal	<a href="#">CGI CSR Report</a> p. 53 Performance Data Tables

**GRI 403: Occupational Health and Safety 2018**

403-8	Workers covered by an occupational health and safety management system	<p>As defined in its code of conduct, CGI is committed to creating and maintaining healthy and safe workplaces for its members. Members are expected to comply with all safety laws, regulations and directives from their managers.</p> <p><a href="#">Code of Business Ethics</a></p> <p><a href="#">Third party Code of Business Ethics</a></p>
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**GRI F2020 Reference**

**GRI 404: Training and Education 2016**

404-1	Average hours of training per year per employee	<a href="#">CGI CSR Report</a> p. 51 Performance Data Tables
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">CGI CSR Report</a> p. 51 Performance Data Tables

**GRI 405: Diversity and Equal Opportunity 2016**

405-1	Diversity of governance bodies and employees	<a href="#">CGI CSR Report</a> p. 51 Performance Data Tables
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**GRI 406: Non-discrimination 2016**

406-1	Incidents of discrimination and corrective actions taken	<p>Any member of CGI who feels discriminated against or harassed can and should, in all confidence and without fear of reprisal, personally report the facts through the reporting channels described in section 1.10.</p> <p>The facts will be examined carefully. Neither the name of the person reporting the facts nor the circumstances surrounding them will be disclosed, unless such disclosure is necessary for an investigation or disciplinary action. Any disciplinary action will be proportional to the seriousness of the behaviour concerned. CGI will also provide appropriate assistance to any member who is a victim of discrimination or harassment. In addition, retaliation against persons who make complaints of harassment, witness harassment, offer testimony or are otherwise involved in the investigation of harassment complaints will not be tolerated.</p> <p><a href="#">Code of Business Ethics</a></p> <p><a href="#">Third party Code of Business Ethics</a></p> <p><a href="#">CGI CSR Report</a> p. 43 Human Rights</p>
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**GRI 407: Freedom of Association and Collective Bargaining 2016**

407-1	Operations and suppliers in which freedom of association and collective bargaining may be at risk	<p>As a signatory to the UN Global Compact, CGI respects the legal right of freedom of association of its members.</p> <p><a href="#">CGI CSR Report</a> p. 44 Human Rights</p>
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**GRI 408: Child Labor 2016**

408-1	Operations and suppliers at significant risk for incidents of child labor	<p><a href="#">Third party Code of Business Ethics</a></p> <p><a href="#">Modern Slavery Policy (UK)</a></p> <p><a href="#">CGI CSR Report</a> p. 44 Human Rights</p>
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**GRI** **F2020 Reference**

**GRI 409: Forced or Compulsory Labor 2016**

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor [Third party Code of Business Ethics](#)  
[Modern Slavery Policy \(UK\)](#)  
[CGI CSR Report](#) p. 44 Human Rights

**GRI 413: Local Communities 2016**

413-1 Operations with local community engagement, impact assessments, and development programs [CGI CSR Report](#) p. 52 Performance Data Tables; p. 21 Communities

**GRI 418: Customer Privacy 2016**

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data [CGI CSR Report](#) p. 45