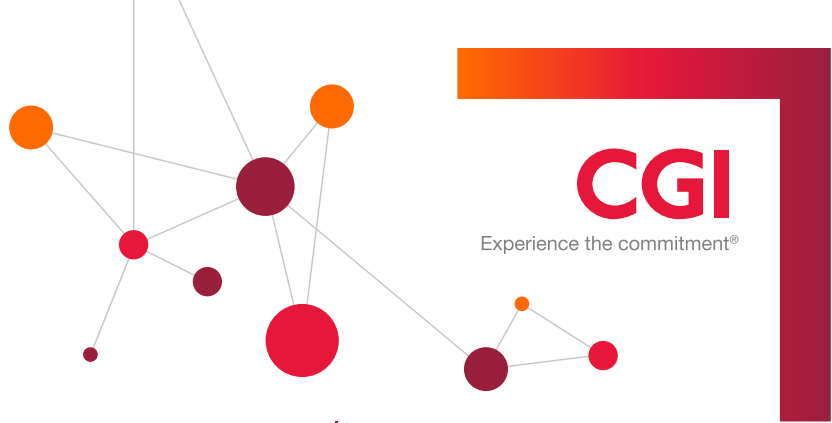


CGI 2018 UK Gender Pay Gap Report



At CGI UK we continue to embrace greater inclusion for all our members. We believe that a more diverse workforce makes us a stronger, more innovative business.

We are delighted that the improvements in our 2018 figures, including a reduction in the mean and median pay gap indicators and an increase in the proportion of women across three of the four quartiles, demonstrate that the work we are doing to address gender diversity and inclusion at all levels of the Company is already having a positive impact. And we are proud to share some of that work in this report.

Through our Diversity and Inclusion Strategy, we are committed to promoting opportunities for more women to work in technology and to inspire the next generation to join us here at CGI. By introducing more female members into the business, we aim to increase the number of women progressing on merit into senior, better paid, roles over time.

I would like to thank all our members, past and present, who have helped attract, inspire and retain diverse talent and who have supported women in our industry. Gender equality matters to me personally, and it should matter to us all, as we shape the future of the technology sector.

Tara McGeehan - President, CGI UK

HEADLINE GENDER PAY FIGURES FOR CGI UK

The following shows data as of the snapshot date of 5 April 2018 compared to our 2017 data.

	2018	vs 2017
CGI Mean Gender Pay Gap	11.9%	▼ -0.9%
CGI Median Gender Pay Gap	14.2%	▼ -2.8%
Mean Bonus Pay Gap	57.0%	▲ +12.6%
Median Bonus Pay Gap	17.6%	▼ -5.7%
Percentage Receiving a Bonus	63% WOMEN	▼ -3%
	67% MEN	▼ -4%



Proportion of male & female employees in each pay quartile

■ Men ■ Women

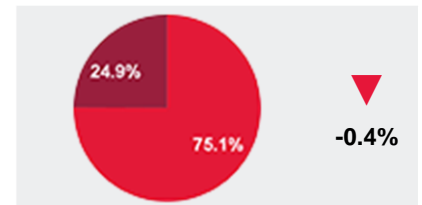
Top Quartile (pay gap -0.5%) vs 2017



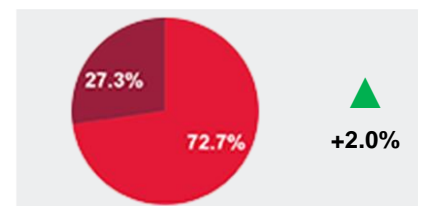
Upper Middle (pay gap 1.7%)

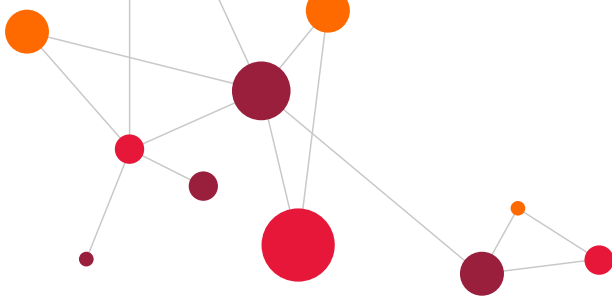


Lower Middle (pay gap 1.4%)



Lower Quartile (pay gap -3.4%)





UNDERSTANDING CGI UK'S GENDER PAY GAP

Our analysis shows that, over the last year, our median gender pay gap has improved by 2.8 percentage points to 14.2%, supported by a larger intake of women to junior positions. CGI UK's gender pay gap compares favourably to the median average for the UK IT industry of 18%¹. Encouraging also is the significant 5.7 percentage point improvement to our median bonus pay gap, now at 17.6%.

CGI UK is pleased to report that, over the last 12 months, the proportion of our female employees has increased across three of the four pay quartiles. We are particularly pleased by the 2 percentage point increase in the proportion of women in the lower pay quartile, which reflects the efforts of our business to attract more young women into graduate and apprentice positions.

Our bonus pay gap is influenced by the balance of men and women across more senior roles. Senior positions are typically eligible to a larger variable pay component and we have a higher number of men than women performing senior roles today.

Although these trends are common amongst the key players in our industry, CGI embeds the principle of equal pay in every aspect of the compensation decisions. Therefore, we have also analysed individuals working within the same pay quartile. These more meaningful comparisons demonstrate that the CGI UK gender pay gap by quartile compares favourably to similar groups.

Whilst we are continually striving to close our gender pay gap, we are also vigilant in analysing its underlying causes and seeking to remedy these. For example, the overall ratio of men to women in senior roles is the focus of several dedicated programmes designed to encourage women into top jobs over the short and long term.

Our 2018 initiatives include; 'Future Focus' sessions, providing aspiring women with the opportunity to spend time with senior leaders, ongoing unconscious bias training for all managers, online training courses for female employees whilst on maternity leave and our 'Bring Your Daughter to Work' programme, which is designed to encourage girls into STEM roles.

Statutory Disclosures

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed.....

Tara McGeehan
President, CGI UK



“CGI works hard to support women in tech. We’re actively involved in industry events that promote women in IT and engineering. Many of my peers in leadership positions, both men and women, actively plan for how we can develop mixed gender client delivery teams.”

Maxine Bulmer,
Director,
Cyber security, CGI



“A mixed workforce comes up with more creative ideas and brings a better balance of personalities. I don't think encouraging more women into tech and rewarding them fairly are altruistic ideas. I think they're common sense ideas.”

Donna Kelly,
Vice President,
South & Midlands BU,
CGI



¹ Staff Metrex: <https://www.managementtoday.co.uk/sector-worst-gender-pay-gap/women-in-business/article/1461200>