

# CGI 2019 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.



Whilst we are seeing some positive trends in our data, including, for the second year running, an increase in the number of females across three of the four quartiles and a decrease in the mean bonus pay gap, we have seen a very small increase (0.1% and 0.9% respectively) in our Mean and Median Pay Gaps. We believe this is a short-term consequence of our significant focus on introducing more junior female members into the business with the aim of increasing the number of women progressing on merit into senior, better paid, roles longer term. We have recently introduced a twice yearly promotion process which provides our more junior women with a framework to progress their careers more rapidly.

We continue to focus huge effort on diversity and inclusion at all levels of the Company and we are proud to share some of that work in this report. Through our ongoing 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.

I would like to thank all our members, past and present, who have helped attract, encourage 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 2019 compared to our 2018 data.

	2019	vs 2018
CGI Mean Gender Pay Gap	12.0%	▲ +0.1%
CGI Median Gender Pay Gap	15.1%	▲ +0.9%
Mean Bonus Pay Gap	38.0%	▼ -19%
Median Bonus Pay Gap	23.50%	▲ +5.9%
Percentage Receiving a Bonus	77% WOMEN	▲ +14%
	79% MEN	▲ +12%

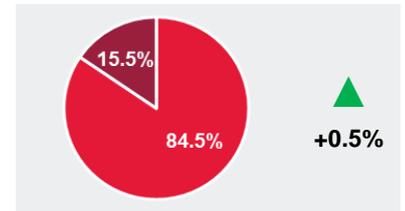
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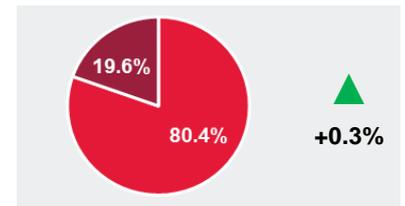
### Proportion of male & female employees in each pay quartile (vs 2018)

■ Men ■ Women

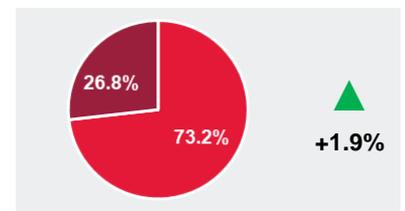
Top Quartile (hourly pay gap -0.3%)



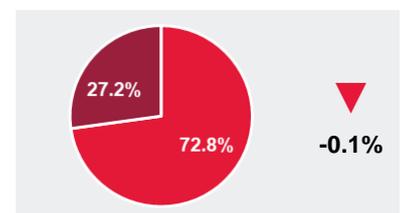
Upper Middle (hourly pay gap 1.3%)

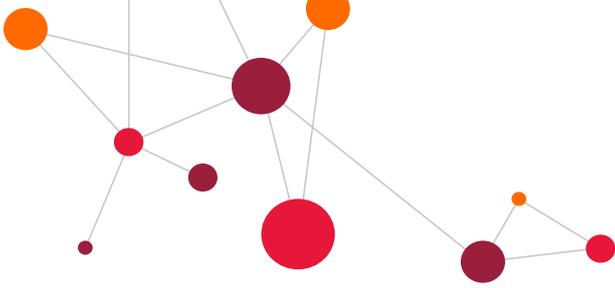


Lower Middle (hourly pay gap -1.7%)



Lower Quartile (hourly pay gap -2.1%)





## UNDERSTANDING CGI UK'S GENDER PAY GAP

Our analysis shows that, over the last year, our median gender pay gap has increased by 0.9 percentage points to 15.1%, due to a larger intake of women to junior positions, than senior positions. Despite this increase, CGI UK's gender pay gap compares favourably to the median average for the UK IT industry of 18%.

We have seen a significant 19.0 percentage point improvement to our mean bonus pay gap, however our bonus pay gap continues to be 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.

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. CGI's principle of equal pay in all aspects of compensation decisions is reflected in the analysis of individuals working within the same pay quartile. We are particularly pleased to demonstrate that the CGI UK gender pay gap by quartile continues to improve.

We are continually striving to close our gender pay gap and continue to analyse underlying causes.

Our 2019 initiatives include; a programme providing aspiring women with the opportunity to spend time with senior leaders, ongoing unconscious bias training for all managers, a support programme for those returning to work after a Career Break and our 'Bring Your Daughter to Work' initiative, 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

*"Starting as a new female graduate, I have had nothing but support from CGI in kick-starting my career. I've had many opportunities thrown my way which have developed me in my career, but also as a person. I think it is great how forward thinking CGI is in diversifying our work place and implementing change for the future of STEM through our careers fairs, school visits, STEM Camps and Bring Your Daughter to Work Days. I am very proud to be in a company that is part of the women in STEM movement."*



**Abbie Timms,**  
Graduate, CGI

*"CGI is enriched with an inclusive and supportive working culture with ample opportunities to shape and develop a whole range of careers. Tech is generally a male-dominated sector but CGI is making bold, incremental steps to attain a better gender balance by working with the CGI UK Women's Network to support with engagement, initiatives to coach women returning to work from maternity leave and continuously reviewing our recruitment strategy to ensure it is inclusive and attracting diverse talent."*



**Caroline Gundu,**  
Consultant, CGI