OUR COMMUNITIES

THIS IS AN EXTRACT OF
THE **2019-2020 INSIGHTS TO ACTION** REPORT.

Collaborating with clients and using technology to benefit our local communities

Corporate social responsibility is one of our six values, and to be recognized as a caring and responsible corporate citizen is one of our strategic goals. In partnership with clients, our priorities for this goal are to encourage and educate more people to improve their technical and business literacy, to benefit the well-being of our communities, and to support environmental and economic sustainability.

Helping people improve their technical and business literacy

Working with clients, CGI provides training and mentoring to increase technical and business literacy within our communities, which is critical for the future success of our digital workforce and society.

Inspiring and supporting women to be future IT leaders

Various estimates show that women hold approximately a quarter of technology jobs worldwide. Working with clients, we strive to build a future workforce that prioritizes gender diversity. Here are a few examples.

- CGI teams with **TD**, a multinational banking and financial services firm, to offer the **Dalhousie University Women in Technology Scholarship**. The scholarship encourages more women to pursue IT careers and become future industry leaders.

- **Women of CGI** groups around the world promote women's empowerment in the workplace through speaking events with clients and CGI leaders, networking, mentoring and professional development, recruiting, and community outreach.

- Across offices, CGI hosts **Bring Your Daughter to Work** events, where consultants immerse their daughters and their friends in projects that promote IT careers.

"*It's not enough to attract women into computer science. If we're going to have more female leaders in technology, we need to make sure that the transition to early careers and to places within industry is exciting and that they have support with career acceleration.*"

Andrew Rau-Chaplin
Dean, Faculty of Computer Science,
Dalhousie University,
Halifax, Canada

Consultants in our Philippines Global Delivery Center brought their daughters and female relatives to work for the "Attracting Future Talent" event, where the girls participated in activities to inspire them to view technology as an exciting career opportunity.

Advancing business and technical literacy

There is a large gap today between the number of available IT jobs and trained IT professionals. As we collaborate with clients to help them become digital, we also work together to build a future IT workforce.

CGI and Cigna brought STEM learning to deaf students at the American School for the Deaf.

- Through the **STEM@CGI (Science, Technology, Engineering and Math) program**, we train and mentor young people for STEM careers, with a special focus on students underrepresented in technology fields, including females, ethnic minorities and the economically disadvantaged. During 2019, CGI offices across Canada, India, the United States and the United Kingdom hosted many STEM events for students.

  With our client and global health services company **Cigna**, CGI co-hosted a STEM@CGI camp for the **American School for the Deaf** to help deaf students learn more about STEM careers.

- CGI also launched five **Digital Literacy Centers** near our Indian offices in Bangalore, Chennai, Hyderabad and Mumbai. Equipped with computers and training resources, the centers trained more than 3,200 community members in the first year.

"At the end of the day, it's about the individual. It's about igniting the passion, creating the opportunity, showing them the future, and then helping them down that path."

Dr. Mark Boxer
Executive Vice President and Chief Information Officer, **Cigna**, Hartford, Connecticut, United States

"I studied until college and was desperate to get a job. I had no technical knowledge, and computer skills are essential these days. Thanks to the skills I learned from CGI's free computer course, now I am working as a computer operator."

Nethravathi E B
Course Participant, Bangalore, India

Benefiting the overall well-being of the communities in which we live and work

In collaboration with clients, CGI delivers pro bono IT work and provides volunteer services and financial assistance to local community organizations.

Innovating to help people with disabilities

- CGI's operations in France are bridging the gap between people with disabilities and the IT industry through our **Handi-Ready** offering, which also helps clients comply with French law requiring companies to employ people with disabilities.

  When clients, such as the French utility company **EDF**, select Handi-Ready for their projects, CGI co-contracts with a firm called ADF France Handicap that hires people with disabilities and provides the necessary IT training to integrate them into client projects alongside CGI consultants.

"EDF has a robust and innovative disability policy. Our company, one of France's largest industry leaders, is at the forefront of employment integration for people with disabilities; as such, we strive to keep our doors open to all kinds of talent and energy, without exception. CGI's vision and technological know-how, coupled with the expertise of APF Entreprises, were enough to convince us. We eagerly look forward to replicating this model down the road."

François Raynaud
Director of DSI Commerce for **EDF**, Amiens, France

- In Chennai, India, CGI opened a **technology lab and digital library for visually impaired students**, and CGI consultants helped develop training modules.

- In the Czech Republic, CGI provides ongoing support for several organizations dedicated to helping people with disabilities lead normal lives such as **Letohrádek Vendula**, which is a social facility for people with severe disabilities. CGI consultants work with patients on various activities throughout the year, such as baking traditional Christmas biscuits for CGI clients during the holidays. CGI also has a long-term partnership with **ParaCENTRUM Fenix**, which helps people with spinal cord injuries lead active and fulfilling lives.

> " *We have seen digital equipment for the visually impaired on the Internet, and it's amazing that we now have access to these assistive devices. Thanks to CGI for making our dreams a reality for our students, who can now experience the latest digital technology.* "
>
> **Jacqueline Latha M**
> Principal, **Government Higher Secondary School for the Visually Impaired**, Chennai, India

Bringing the benefits of digital technology to support important causes

- Every Tuesday night, CGI volunteers assemble to refurbish IT equipment to support communities in Malawi. Working alongside our client, **Glasgow City Council**, the program provides schools, medical facilities and other organizations with access to equipment and training.

Every September, a team of volunteers from the Glasgow City Council and CGI spend two weeks in Malawi to install equipment and train people on its use.

> " *It's not just about sending out goods, and help, and so on. It's about providing knowledge as well, so that the people can use the products and the things that have been sent out. That is very much what this project is about.* "
>
> **Rt Hon The Lord Provost of Glasgow Councillor Eva Bolander**
> **Glasgow City Council**, Glasgow, Scotland

- Partnering with **Cyberabad Security Council**, a joint collaboration between the Cyberabad Police Commissionerate and the IT industry, CGI installed and maintains 150 CCTV surveillance cameras in Cyberabad, a technology hub in Hyderabad with more than 100,000 employees, to promote the safety and security of citizens.

- In the United Kingdom, CGI helps the **UK's Modern Slavery Transformation Unit** process data used to combat modern slavery — a term used for forced labor and human trafficking. To drive further awareness, CGI consultants take training to spot the signs of modern slavery.

- Partnering with a team of cardiologists and other experts from the **University of Málaga**, CGI consultants developed a cardiology prototype called EVAS using artificial intelligence and machine learning to help health professionals make more accurate and faster decisions. EVAS received a top award from the Spanish public-private initiative **Innovando Juntos** (Innovating Together).

> " *We thank the CGI team for supporting us in our endeavors in creating a safe and secure Cyberabad.* "
>
> **Sri. V. C. Sajjanar**
> Commissioner of Police, **Cyberabad**, Hyderabad, India

CGI and the Cyberabad Police in Hyderabad hosted a women's safety program as part of CGI's commitment to promoting the safety and security of citizens.

Demonstrating our commitment to environmental and economic sustainability

Through responsible and environmentally friendly operating practices, along with community service and economic development projects, CGI collaborates with clients to contribute to the prosperity of our communities.

Using the power of IT to support a more sustainable planet

- In 2017, Sweden passed legislation committing to become the world's first fossil fuel free country by 2045. CGI is proud to collaborate with the Swedish government on its **Fossil Free Sweden** initiative. We are proactively developing a roadmap to identify digitization and optimization opportunities to support Sweden's transition to a fossil-free society.

- In France, CGI consultants are offered training in **green coding**, which reduces the energy consumption of a solution or website. CGI's green code experts collaborate with clients to write code that requires fewer physical resources from servers and systems, reducing costs while improving the user experience. In addition, CGI is an active member of the **Alliance Green IT**, France's premier organization for promoting sustainable IT practices across the business community.

- CGI actively **tracks the environmental impact of energy consumption**. Over the past 5 years, we reduced our global emissions by 21% through such initiatives as increasing the use of videoconferencing in place of business travel, optimizing the energy consumption of our data centers, and ensuring e-waste is recycled.

CGI hosted a workshop with Swedish university students to encourage more young people to begin viewing technology as a means to achieve a sustainable — and fossil-free — world.

- CGI consultants participate in local sustainability initiatives year round. Examples include the **No Planet B** program in the United Kingdom, where we planted 6,000 trees to represent each UK-based CGI consultant, and the **#GoodCupBadCup** challenge in Montréal, Canada where reusable cups have replaced all disposable ones.

Recognition for our environmental commitment

CGI was included within top indices that cover the world's most sustainable companies, including the **Dow Jones Sustainability Indices** for the ninth consecutive year. We also received a "gold" certification with **EcoVadis**. In addition, CGI's operations in France, the United Kingdom, Sweden, Finland, the Netherlands, Portugal, Spain, the Czech Republic and Slovakia are **ISO 14001 certified** for an effective environmental management system (EMS). Further, we continue to improve our position with respect to the **FTSE4 Good Index Series** and the **Carbon Disclosure Project** by taking steps to further reduce emissions and demonstrate advanced environmental stewardship.

Building more prosperous communities through economic support

- CGI has **charitable giving committees** across our geographies. Working with CGI consultants, clients and community organizations, these committees collaborate to support economic investments and local organizations. Many CGI locations participate in workplace campaigns, such as regional **United Way campaigns** in Canada, and are active in disaster relief support, including helping clients and communities to quickly recover and rebuild.

- CGI's **onshore, nearshore and global delivery centers** create thousands of quality jobs and generate hundreds of millions of dollars in local economic activity. CGI works closely with clients, workforce development agencies, and universities when locating these centers. These create quality jobs while providing clients with steady-state IT services, as well as digital innovation.

Dream Connectors
Supporting our consultants in making a difference in our communities

The CGI Dream Connectors program deepens our commitment to serving our communities. Each year, after a company-wide vote by our consultants, selected projects receive CGI support, which includes access to IT, facilities, funding and CGI volunteers. Here is an overview of the 2019 projects.

Frankfort, Kentucky (United States)
CGI IT girl challenge

Partnering with STEM@CGI, consultants coordinated an app challenge for high school girls. The team with the most innovative, relevant and creative app design, chosen by a panel of CGI leaders and clients, received a college scholarship.

Leatherhead, England (United Kingdom)
Driving toward gender equality in the workforce

This project supported female candidates returning to work following a career break by developing a tailored work experience program that increases women's interest in pursuing an IT career.

Montréal (Canada)
Mobile app for Garde-Manger Pour Tous

Garde-Manger Pour Tous is a non-profit organization that distributes 3,000 lunches a day to children who attend primary schools in underprivileged areas. CGI built a mobile app to make it easier for schools and parents to submit their orders.

Düsseldorf (Germany)
Quazzl – Connect & Play

CGI developed a platform and app to enable patients from the pediatric hospital in Düsseldorf, Germany to connect, communicate and play games in a closed, secure and ad-free environment.

CGI consultants teach young Finnish students the importance of cybersecurity through a fun, interactive game.

Bangalore (India)
Vocational education for the disabled

CGI consultants promoted the acceptance and inclusion of disabled students from underprivileged backgrounds at WARDS Special School and Rehabilitation Center in Bangalore by setting up a computer lab and helping the school update its IT infrastructure.

Helsinki (Finland)
Cybersecurity game for children

CGI members developed a game to teach children cybersecurity. The game targets all primary school students and their teachers in Finland, and helps educate them about the importance of cybersecurity in today's world.

Washington, DC (United States)
Congressional app challenge

CGI sponsored the Congressional App Challenge in Washington, DC, mentoring participating students by teaching them how to code and helping them develop their apps for the competition.

Rennes (France)
JobinCare

CGI consultants developed JobinCare— a digital networking platform that enables parents of children with disabilities to submit their résumés and list their skills and availability for employers that are willing to accommodate their schedules.

Students in Bangalore get to see the WARDS Special School and Rehabilitation Center for the first time at the grand opening event.

Dream Connectors
CGI in our communities