



SCISYS UK Limited Gender Pay Gap Report 2019

Introduction

This report contains the results of the Gender Pay Gap Report for the SCISYS UK Limited based on pay data at the 'snapshot date' of April 2019. It includes bonuses paid over the preceding 12 months, in line with the gender pay gap regulations and complies with the stated definitions.

On 18 December 2019, CGI announced the completion of the acquisition of the entire issued and to be issued share capital of SCISYS, by its wholly owned indirect subsidiary CGI Group Holdings Europe Limited.

The SCISYS Gender Pay Gap

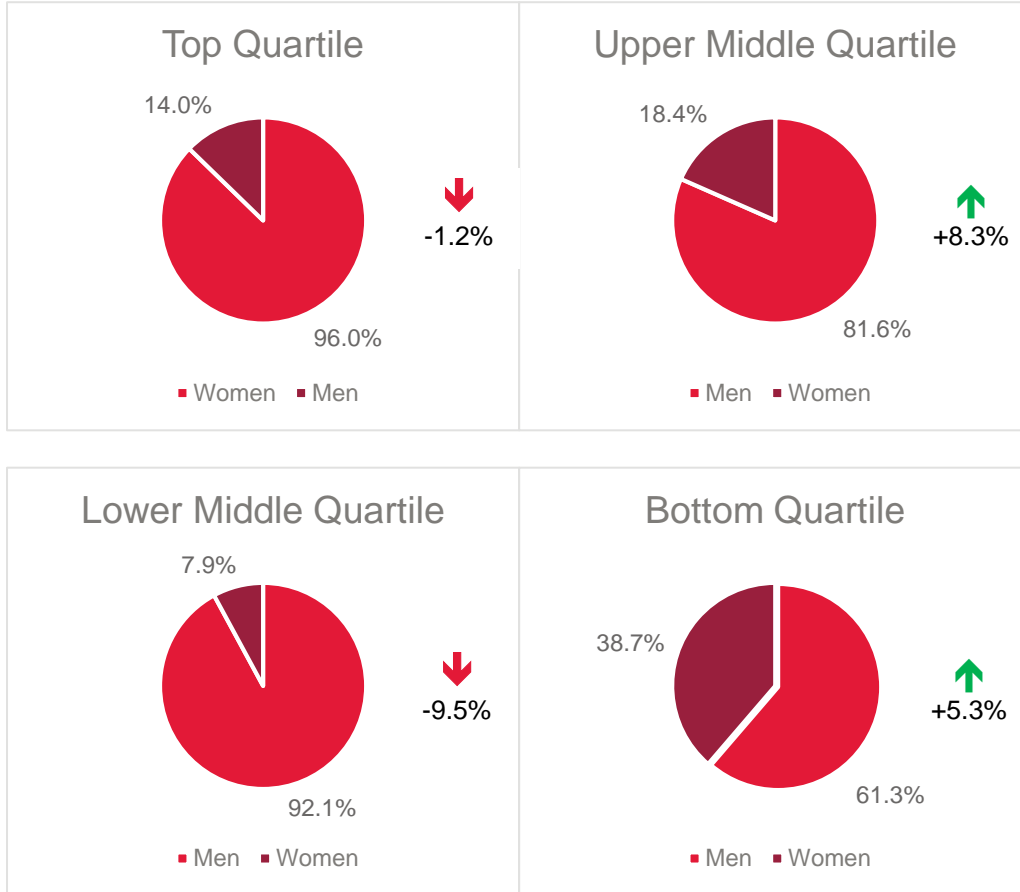
The data has been taken for all SCISYS UK employees and covers 302 employees across all roles, comprising 52 females and 250 males.

The SCISYS gender pay gap increased slightly in comparison to the prior year, with more notable movement in the median pay gap measure. Conversely the bonus pay gap showed some improvement with a narrowing of the gap compared to 2018.

It should be noted that the low proportion of females within what is a relatively small workforce means that pay gap figures are more sensitive to minor changes in personnel and thus some movement in the figures is to have been expected.

	2019	vs 2018
SCISYS mean gender pay gap	26.1%	+1.1%
SCISYS median gender pay gap	33.1%	+6.1%
Mean bonus gap	74.0%	-2.0%
Median bonus gap	58.3%	-8.7%
Percentage receiving a bonus	22.6% women	-4.4%
	30.9% men	-1.1%

Proportion of male & female employees in each quartile



Conclusion

Prior to acquisition by CGI, SCISYS remained committed to pursuing equal opportunities for all employees through providing a diverse and inclusive working environment. CGI places a significant focus on Diversity and Inclusion at all levels of the business and is committed to promoting opportunities for women in technology. As part of CGI, former SCISYS employees will be incorporated into the CGI program of initiatives to achieve this strategic aim of a more diverse and talented workforce.

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.

Tara McGeehan
President, CGI UK