



## SCISYS UK Limited Gender Pay Gap Report 2020

### 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 5 April 2020. 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. This report covers those that remain employed by the SCISYS UK legal entity.

### The SCISYS Gender Pay Gap

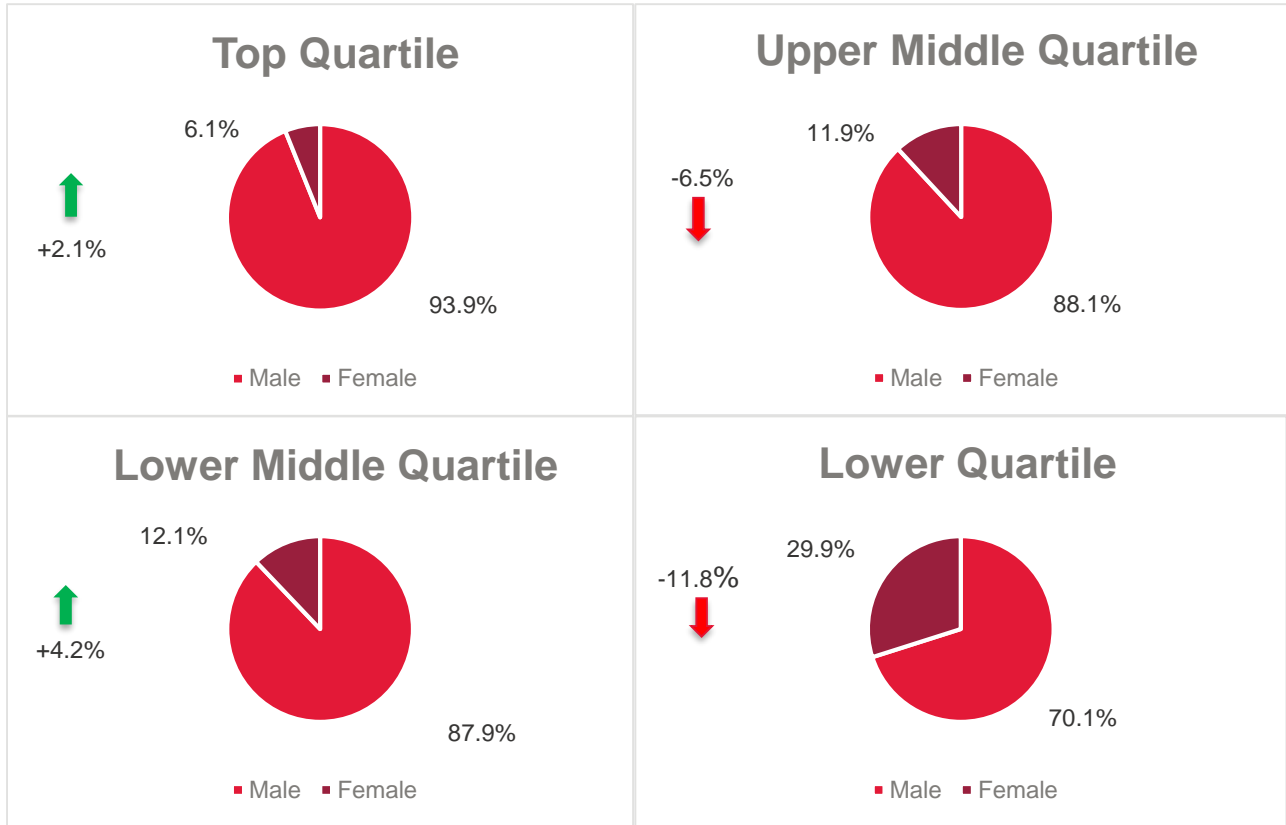
The data has been taken for all SCISYS UK employees and covers 274 employees across all roles, comprising 45 females and 229 males.

The SCISYS gender pay gap reduced in comparison to the prior year, with a more marked reduction in the median pay gap measure which fell by 4.9 percentage points. The bonus gap also reduced for the mean measure, and moved significantly for the median measure, becoming a positive gap in favour of females. The low number of employees receiving a bonus overall has contributed to the significant movement in these pay gap numbers year on year.

#### SCISYS Gender Pay Gap Results

	2020	2019	vs 2019
Mean pay gap	25.1%	26.1%	-1.0%
Median pay gap	28.2%	33.1%	-4.9%
Mean bonus gap	60.2%	74.0%	-13.8%
Median bonus gap	-20.0%	58.3%	-78.3%
Percentage receiving a bonus	25.6%	22.6% women	+3.0%
	35.1%	30.9% men	+4.2%

## Proportion of male & female employees in each quartile



## Conclusion

While marginal improvements in the main pay gap numbers occurred compared to last year, it should be recognised that this year's report covers the period during which SCISYS was being acquired by CGI. Those individuals that remain employed by the SCISYS legal entity are now fully integrated into CGI, and are included in the programmes and initiatives aimed at narrowing the pay gap and creating a diverse and inclusive workplace across CGI's whole UK 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's UK Operations**