

# Review of Social Value delivered in 2020



At CGI, we actively embrace our responsibility to the environment, our employees, our suppliers and to the communities in which we live and work. Corporate social responsibility is part of the essence of who we are – it is built into the ‘CGI Dream’ on which we were founded, and sustained through our values and local operating model.

Support for communities has never been more important than during 2020 and we are very proud we were able to continue to deliver economic, environmental and social wellbeing through a comprehensive programme of activities throughout the pandemic.

## Covid-19 Recovery

In March, the majority of CGI’s 6000 UK members began to work from home, with a small number remaining in offices for essential project work. To ensure the safety of these members, measures implemented included temperature checks upon entry, sanitation stations, masks worn throughout the building, a new socially distanced layout, as well as more regular cleaning. CGI has devised a return to office plan, which will be implemented when safe to do so, in line with the Government’s advice.

We consciously transitioned our CSR outreach programmes to focus on supporting community groups in the areas in which we live and work to recover from the impact of the pandemic. We also refocused our Charity Committee to financially support charities’ Covid-19 recovery efforts through funding activities such as providing masks and PPE as part of our kit sponsorship programme for clubs across the UK.



## STEM Camps and STEM from home – our flagship community programme

In order to continue inspiring the next generation into STEM careers, from March we adapted our “in person” STEM Camps programme to ‘STEM from Home’, providing more than one hundred hours of remote learning STEM activities and competitions for children aged 6-14. The programme reached more than 140,000 people and thousands of families completed weekly themed releases each week.

Other notable COVID charity support includes supporting the ‘Give 5’ domestic violence fundraising campaign run by our Women’s Network, and many of our members participated in the ‘2.6 Challenge’ to raise funds and help plug the gap in charities’ shortfall. CGI were also responsible for building Ordo’s payment app, which helped individuals to buy goods for those who are vulnerable or shielding during the pandemic through the Neighbour2Neighbour scheme.

## Tackling economic inequality

### Volunteering

In normal times we offer our employees one day a year to use their experience as skilled IT professionals in our local communities, including supporting the next generation of employees and equipping them with the tools and experience necessary to benefit society in the future. CGI members support a broad range of events throughout the year, including code clubs, mock interviews and inspirational talks.

Since March, CGI transitioned our volunteering programme, offering exclusively virtual opportunities. Our members have made befriending and outreach calls on behalf of the Royal Voluntary Service and the Royal Air Forces Association; delivered careers and employability sessions for local schools; and helped charities to transition their IT infrastructure.

### Working with our Suppliers

As a major employer and procurer of goods and services, we recognise our responsibility to enable and support sustainable business practices, as well as facilitate inclusion and diversity amongst our suppliers. The vast majority of the 1,600 suppliers used by CGI in the UK during 2020 are UK based organisations, and around a third of these are Small to Medium size Enterprises (SMEs). We are committed to treating our suppliers fairly and are signed up to the prompt payment code.

In relation to Cyber Security, CGI is secured in line with good industry standards including ISO27001, Cyber Essentials and Cyber Essentials Plus and we adhere to National Cyber Security Centre guidelines.

## Fighting Climate change

CGI is committed to protecting the environment through responsible operating practices, as well as delivering a robust set of environmental and energy solutions for our clients. As part of our net zero programme, CGI in the UK has committed to set a science-based target through the Science Based Targets initiative.

- CGI has held an ISO 14001 certificate for our offices in the UK since 2006
- 100% of our directly purchased energy is renewable
- We achieved a 26% CO2 global reduction in emissions from 2014 to 2019
- Our UK data centres are powered by renewable energy
- During the 2019/20 tree-planting season, we planted 8,000 trees - 5,500 in the Scottish Borders and 2,500 via member nominated community groups to improve local green spaces



## Equal Opportunity

We actively promote a diverse and inclusive organisation and employ people from a wide range of demographic groups. Our peer-to-peer employee networks support many different interests including a BAME (Black, Asian and Minority Ethnic) network, women's network, disability network, parenting network, part-time network and the over 55's network.

We build strong and long-term relationships with our 6,000 employees through a prescribed set of activities, including new starter orientation and integration, performance and career management, employee satisfaction measurement, as well as one-to-one and team meetings. This encourages a collective ownership approach to managing employee relationships, increases satisfaction and enhances the working environment.

Other activities to support equal opportunities:

- CGI is an accredited Living Wage employer. This commitment ensures we pay all our employees and contractors working on our premises fairly and recognise their valuable contribution to the success of our business.
- In 2020 our pay gap figures for both the mean and median values reduced to 9.3% and 12.4% respectively compared to the previous year, an improvement of 2.7% for both measures.
- CGI is a member of the Business Disability Forum and is working towards being verified as a Disability Confident Leader. We are also a member of The Valuable 500.
- CGI is a global signatory of United Nations Global Compact and in the UK the Tech Talent Charter and the Working Forward Pledge.
- In 2020, CGI received a Gold rating in the EcoVadis sustainability assessment for the third year in a row and are ranked amongst the top 5% companies for our corporate social responsibility performance.
- CGI is a signatory of the Arms Forces Covenant and in 2019 was awarded the UK MOD's 2019 Defence Employer Recognition Scheme gold award for our work supporting the armed forces.

### Apprentices and early careers

During 2020 we provided 17 intern places, hired 11 apprentices and 52 graduates to support client delivery across the UK. We are proud to work with Aston University, Edinburgh Napier University, Glasgow Caledonian University and the University of Winchester to deliver our Graduate/Degree Apprenticeship Programmes.

### Working with Suppliers and Modern Slavery

The majority of our employees are highly skilled and are contracted directly by our company - we therefore consider the risk of modern slavery and forced labour within our own workforce to be low. Our annual statement outlines our commitment to providing safe and fair working conditions for all our employees and also how we work with our partners and suppliers.

## Wellbeing

CGI operates a comprehensive health programme, "Oxygen", to support employee mental and physical wellbeing. During the pandemic, CGI's internal 'Know-How' interactive sessions have been supporting our members with regular themed calls in areas such as transitioning to remote working, understanding your mental health and what the future of the workplace will look like. In addition, we have nearly 300-trained Mental Health First Aiders, accredited by Mental Health First Aid England, to support our employees. CGI provides a comprehensive benefits programme including childcare vouchers, flu vouchers, an employee sharesave scheme, working from home and flexible start and finish times where appropriate. CGI provides a large range of learning content and tools to support career development needs.

## About CGI

### Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across 21 industry sectors in 400 locations worldwide, our 76,000 professionals provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

### For more information

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