

CGI 2021 UK Ethnicity Pay Gap Report



Diversity, Equity and Inclusion (DE&I) is one of our key business priorities in CGI, reflecting our belief that everyone working at CGI should have the opportunity to thrive in their roles and achieve their full career potential.



A diverse and inclusive business is not only a better place to work, but can also achieve greater success. In 2020, we set ourselves a target to start reporting on any ethnicity pay gap, building on the approach taken with gender pay gap reporting. I am delighted to present our first published report.

Ethnicity Disclosure

Our first task to enable ethnicity pay gap reporting was for our employees to voluntarily record their ethnic group in our HR system. Within a year of starting we've made great progress, with almost 86% of our employees choosing to respond. We aim to increase this to at least 90% and we continue to encourage all of our new joiners and employees that have yet to record their ethnic group to do so.

Representation

We've looked at our representation and compared it to the latest available UK Census data¹. Taking our Black, Asian and Minority Ethnic (BAME) group employees as a whole shows that our overall ethnic minority group representation (14.4%) is just above the national census data (13%). With ethnicity, understanding patterns of representation by geographic location is important, and this is something we have been looking at internally.

As with gender pay reporting, we know that representation by seniority is a key driver of any pay gap. Therefore, in our report we also show ethnic representation by pay quartile level. This analysis has helped us identify that, while the representation of ethnic minority employees among our Senior Consultant population is very strong, there is a lower than expected representation at senior management levels. This is therefore an area of focus.

Pay Gap

In this report we provide an ethnicity pay gap that is calculated using the same methodology as the [gender pay gap](#). Our mean ethnicity pay gap is 4.3% and our median is 2.1%. While the ethnicity pay gap is relatively small, we know that a higher representation of minority ethnic group employees at more senior levels will reduce it further, and, as highlighted above, this is now one of our main objectives.

Summary

Our DE&I focus across CGI includes working in partnership with our BAME network, supporting members to develop their careers and progress into leadership roles. Training and development initiatives that support this include launching a dedicated suite of learning options to support and empower underrepresented groups, and establishing a mentoring framework for our BAME network members.

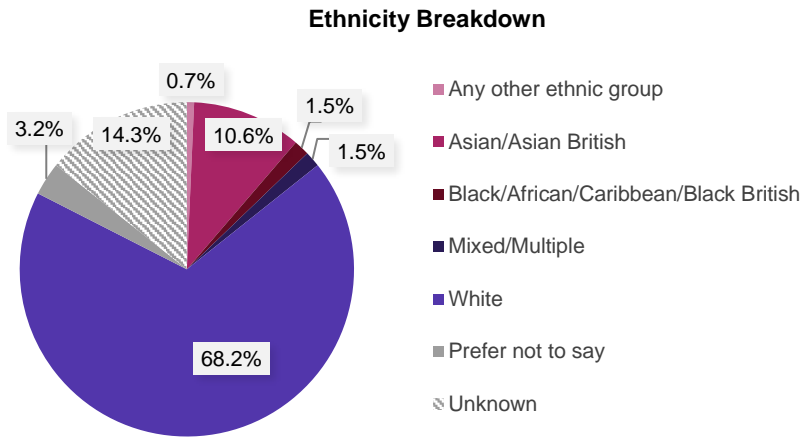
We're also encouraging more Black, Asian and Minority Ethnic individuals to join and build careers at CGI through a variety of recruitment strategies. We continue to promote STEM subjects across the country – as well as publishing our BAME Cultures & Celebrations STEM pack.

My hope is that in sharing this information, exploring the data, and discussing both the report and our own experiences around DE&I, we can better understand the steps we need to take to build an even more inclusive environment for CGI's Black, Asian and Minority Ethnic group employees.

Tara McGeehan – President, CGI UK & Australia

Ethnicity Representation

	CGI % 2021	UK Census
BAME	14.4%	13%
White	68.2%	87%
Prefer not to say	3.2%	
Unknown	14.3%	



14.4% of our total CGI UK workforce have identified as being Black, Asian or of Minority Ethnic background. By comparison, in the wider UK population, approximately 13%¹ of citizens identify as being in a BAME group.

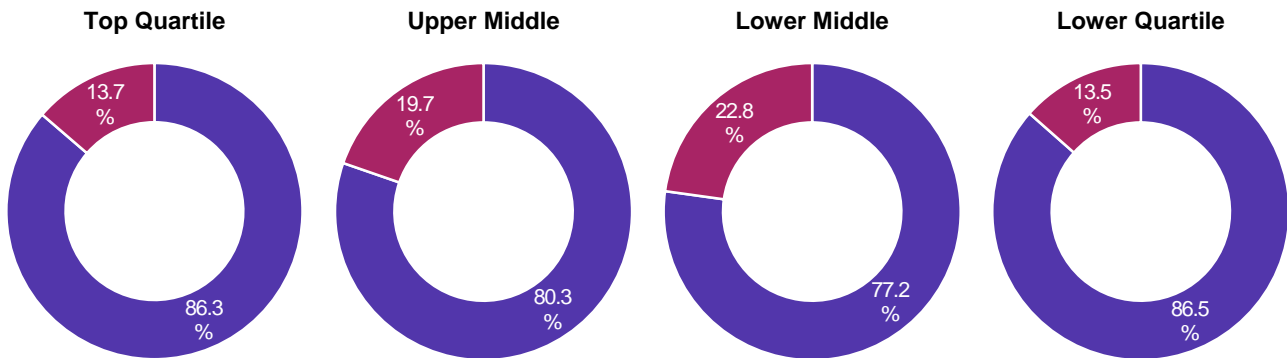
Of those CGI employees who selected Black, Asian or Minority Ethnic, the largest representation are those within the Asian/Asian British group. Currently, 14.3%, have yet to disclose their ethnic group while a further 3.2% of employees have selected 'Prefer not to say'.

Pay Comparison 2021

Pay Gap		Bonus Pay Gap			
CGI Mean	CGI Median	Mean	Median	Percentage Receiving a Bonus	
4.3%	2.1%	35.9%	11.8%	75.9%	83.1%
				BAME	WHITE

Pay Quartiles 2021

■ BAME ■ WHITE



Ethnicity Pay Gap Calculation

To measure the ethnicity pay gap we have applied the same underlying methodology as used for gender pay reporting. Pay gap results are based on figures for all employees who have disclosed their ethnic group. It includes all people employed on UK based contracts and all employer entities.

The mean pay comparison is based on comparing the average pay for all Black, Asian and Minority Ethnic employees and all white employees and expressing the difference as a percentage of white. By contrast, the median comparison is calculated by taking the midpoint of pay across all Black, Asian and Minority Ethnic employees and comparing that to the midpoint of pay across white employees. Again, the pay gap figure is the difference expressed as a percentage of white employees.



This first ethnicity report is a great step forward for us in CGI where we're keen to promote Diversity, Equity & Inclusion, and I know it will stimulate discussion at many levels. I'm proud to be part of the journey at CGI where we are working across the organisation to encourage learning and understanding and support colleagues who are Black, Asian and Minority Ethnic.

Farhad Bastani

Vice President & Executive sponsor of CGI's BAME network

NOTES:

¹ Based on the 2011 Census, 87% of people in the UK are White, and 13% belong to a Black, Asian, Mixed or Other ethnic group.

² Pay gap figures compare the relevant pay figure for BAME employees with the same figure for white employees. The comparison excludes those who have not disclosed their ethnic group or have selected "Prefer not to say".

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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 hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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