



Modern Slavery Act transparency in supply chains

CGI IT UK Limited Transparency Statement for
financial year ending 30 September 2023



About us

Founded in 1976, CGI Inc. ('CGI') is among the largest independent IT and business consulting services organisations in the world. With over 90,500 consultants and other professionals across the globe. CGI IT UK Limited (CGI UK) is part of the CGI group of companies. We are a major employer working in offices across the UK with around 6,000 employees. CGI delivers an end-to-end portfolio of capabilities, from strategic IT and business consulting to systems integration, managed IT and business process services and intellectual property solutions.

CGI works with clients through a local relationship model complemented by a global delivery network that helps clients digitally transform their organisations and accelerate results.

As a people-oriented organisation operating in a variety of countries with diverse cultures and local regulations, we recognise human rights are fundamental. We are fully committed to respecting human rights

throughout our operations and supply chain in accordance with United Nations (UN) guidelines, including the UN Guiding Principles for Business and Human Rights.

Our understanding of these rights is drawn from the Universal Declaration of Human Rights, and we strengthened our commitment in 2020 by becoming a signatory to the UN Global Compact (UNGC). We uphold the 10 Principles of the Global Compact, including respect for human rights, and support the elimination of all forms of forced and compulsory labour.

For the second consecutive year, CGI has achieved a 'Platinum' rating from EcoVadis for its sustainability performance. The platinum status is awarded to organisations with ongoing implementation and integration of measurable and traceable initiatives in the categories of environment, labour and human rights, ethics, and sustainable procurement practices. It places us in the top 1% of companies in the computer services, consultancy, and related activities industry category for our performance on sustainability. CGI is also a member of leading sustainability indices, such as the Dow Jones Sustainability Indices and FTSE4Good.

About our eighth Modern Slavery Statement

Modern slavery is a serious and heinous crime that we do not tolerate in any part of our business or supply chains. We actively endorse and support objectives to eradicate slavery, servitude, forced or compulsory labour and human trafficking. This statement is published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes CGI UK's eight annual Modern Slavery and Human Trafficking Statement, for the 2023 financial year (1 October 2022-30 September 2023).

This statement reflects our established commitment to providing safe and fair working conditions for all our employees, whom we call 'members' as a vast majority are also company shareholders. It also reflects how we work with our suppliers to ensure socially responsible and ethical business practices are embedded throughout our organisation and beyond.

As a services organisation where the majority of our employees are highly skilled and are contracted directly by our company, we consider the risk of modern slavery

and forced labour within our workforce to be low. However, we know that modern slavery exists in many different sectors across the world, including here in the UK and in the products and services we procure. We also recognise the need for companies to be aware and mitigate against the risk of modern slavery in their supply chain and a robust approach in operations throughout the supply chain.

Most of the suppliers used to procure products and services for CGI UK and our clients are UK-based organisations, which account for 94.6% of supplier spend. 2.9% of spend is associated with suppliers based in the European Union, 2.4% in North America and less than 1% of suppliers (£378,763) based in other countries. The top five categories of CGI UK procurement spend include IT Products and Maintenance (42.1%), Professional Services (19.4%), Temporary or project-based labour (12.8%), Telecommunications (6.9%), and HR Services (6.2%).

Progress this year

We are committed to strengthening our approach to tackling modern slavery within our operations and supply chain on a continuous basis. The UK government Modern Slavery Assessment Tool (MSAT) highlights improvements made since last year, notably in the development of policies and procedures, and due diligence. This year, key areas of progress include:

- Developing new governance structures to ensure a co-ordinated, effective approach to addressing modern slavery, including holding ourselves and our suppliers accountable for meaningful improvements in our supply chain through the establishment of a new social sustainability committee, social value forum and supplier Corrective Action Plan (CAP) working group.
- Strengthening our risk assessment process by increasing the percentage of suppliers assessed for high-risk spend.
- Joining the Responsible Business Alliance (RBA), the largest industry coalition dedicated to responsible business conduct in global supply chains, in order to deploy tools to strengthen due diligence of our high-risk suppliers.
- Investing and integrating new technology-based tools and guidance to support suppliers and members conducting procurement to understand and comply with our Environmental, Social and Governance (ESG) requirements, including on modern slavery.
- Integrating sustainability innovation into our ways of working including through the implementation of new ESG corporate reporting tool for CGI UK to track progress near to real-time.
- Publication of the first CGI UK Social Sustainability report for further transparency and reporting.

Our policies and management systems to address modern slavery

CGI has invested in developing a strong corporate culture that reflects its approach to business. These values include respect, objectivity and integrity, and a firm commitment to being a responsible business.

CGI's founding, ongoing development and commitment to be a responsible business is inspired and governed by the CGI Dream: "To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of." Our efforts to drive social progress demonstrate that doing good in the world is a key part of our purpose.

Creating a sustainable future for operations and supply-chain is a key pillar of CGI's strategy to build long-term value for our clients, shareholders, members, and communities in which we do business.

The following policies address various aspects of our modern slavery approach, demonstrating our commitment to reducing the risk in our operations and supply chains.

Corporate Social Responsibility (CSR) Policy

Our long-standing CSR Policy underscores our sustainable procurement policy objectives and dedication to human rights standards. We are committed to supporting CGI members in addressing ethical concerns with an open-door policy, and proudly collaborate only with partners and suppliers adhering to global human rights standards.

Modern Slavery Policy

Our Modern Slavery Policy outlines our commitment to eradicating modern slavery and human trafficking in our business operations and supply chains. It outlines that the prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for CGI. Any member who breaches this policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct. It also states that CGI explicitly forbids the payment of worker-paid recruitment fees both directly for its own employees and for those employed in our supply chain, including our partners. It sets out our commitment to work collaboratively with suppliers to help them address any instances of modern slavery and support those impacted. CGI may terminate our relationship with suppliers, other individuals and organisations working on CGI's behalf if they breach this policy.



Direct operations

Our Code of Ethics and Business Conduct

All members are required to acknowledge that they have read and understood CGI's Code of Ethics and Business Conduct on an annual basis. Through the signing of this commitment, members agree to treat all persons with respect, integrity and human rights in every aspect of our business, along with other aspects relating to business conduct and governance. This year, we have updated our Code to reinforce our principles of human rights protection, specifically Section 1.7 of our Code as it pertains to human rights. CGI's members are expected to comply with the Code and all policies and procedures of the company, as well as to actively promote and support CGI's values.

Living Wage

We are committed to paying all our people fairly and recognising their valuable contribution to the success of our business. We have been an accredited Living Wage employer in the UK, since 2019 and this applies to all our directly employed members, as well as contractors regularly working on CGI premises, such as our cleaning staff.

In our supply chain

Procurement policy

The CGI Procurement Policy is designed to support compliance with CGI's legal, regulatory, ethical, labour, human rights, and obligations as a responsible business.

The Policy outlines the responsibilities of all members who conduct procurement activities. It outlines that members must adhere to all CGI policies and processes that relate to suppliers and must conduct procurement activities in accordance with CGI's standards of business ethics – as outlined in the Code of Ethics and Business Conduct. Any violation of this Policy may result in administrative and/or disciplinary action by CGI, including termination.

Responsible supply chain management is a key part of our supplier process, which is designed to ensure that the organisations we work with and that support our organisation are aligned with CGI's vision and goals.

Third-Party Code of Ethics

We will only procure from suppliers that adhere to CGI's Third-Party Code of Ethics. This outlines the standards we expect from our suppliers to ensure that we can collectively make a positive impact on society while mitigating any adverse impacts. It contains requirements concerning minimum wage, safe working conditions and internationally recognised labour standards and specifies that suppliers must under no circumstances use, or in any other way benefit from forced or involuntary labour.

Compliance with CGI's Third-Party Code of Ethics is embedded within CGI's standard terms of business and suppliers are required to adhere to these when supplying goods and services.

Standard terms and conditions of purchase and subcontractor agreements also make specific reference to human trafficking and anti-slavery laws. Through these requirements, suppliers and subcontractors are notified that failure to abide by the terms of the agreement or failure to report a breach, or potential breach of anti-slavery or human trafficking laws, or an actual or suspected slavery or human trafficking in a supply chain in connection to purchase may result in termination of their contract with CGI. CGI ensures we have a right to audit suppliers and subcontractors to verify compliance.

Strengthening supplier compliance

To support the effective implementation of our policies, this year we are developing a guide consolidating all ESG standard clauses to be included in third-party contracts. This will provide more clarity to our members and suppliers on the ESG standards we require compliance with, including for modern slavery. This will be complemented by a Supplier Charter, which will convey CGI's values, commitments, and the expectations we have of our suppliers. The Charter will act as a point of contact through which suppliers can request information and educational resources to support their ESG journey. The Charter will strengthen partnerships with those that align with our values through increased collaboration and support them towards continuous improvement.



Grievance mechanisms and remedy for victims

CGI's Ethics Reporting Policy emphasises that members and suppliers are required to raise concerns about any issue or suspicion of modern slavery in CGI's direct operations or supply chain (at any level or tier) as soon as possible. They are also obliged to report any conduct in good faith to be an actual, apparent or potential violation of the Code of Ethics, and Business Conduct or Third-Party Code of Ethics. This can be reported anonymously via our ethics (whistle-blower) hotline which is available to all CGI members, suppliers, clients, and members of the public via details supplied on our website.

CGI encourages openness and will support anyone who raises genuine concerns, even if they turn out to be mistaken. CGI is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith any concern about modern slavery.

Our incident response plan outlines the steps we would take if an instance of modern slavery is detected or suspected within our business or supply chains. This sets out our commitment to working with suppliers to help them eliminate slavery and support affected workers to access remedies. CGI will not automatically stop working with suppliers if a case of modern slavery is found but will cease activities where progress is not made within a reasonable timeframe.

We commit to undertake regular reviews of our processes to increase the effectiveness of our approach to tackling modern slavery.

Governance

CGI UK's executive management team is fully supportive of taking steps to mitigate the risk of modern slavery in CGI's operations and our supply chain. The CGI IT UK Ltd board of directors has overall responsibility for ensuring that our modern slavery policy and statement comply with the company's legal and ethical obligations and that all those that work for the company comply with it. The UK board has appointed a UK Chief Sustainability Officer, and a Vice President and member of CGI UK's executive management team, to lead CGI UK's response to modern slavery.

Management at all levels is responsible for ensuring those reporting to them understand and comply with the company's modern slavery policy.

Oversight of critical decisions for modern slavery is delegated to our Social Sustainability Working Group which includes a newly appointed Head of Governance within our ESG team and members of the global procurement and UK corporate legal services. This cross-functional working group ensures a co-ordinated approach to address modern slavery and oversees and discusses development in ESG-related policies with senior stakeholders, including on tackling modern slavery and driving better outcomes in our supply chain. The Group is also supported by a new Corrective Action Plan Working Group to ensure that risks associated with modern slavery are identified and addressed. This is part of wider efforts to incorporate environmental, social and governance risks into our Enterprise Risk Management system, to ensure that significant risks, including those associated with modern slavery, are appropriately escalated at enterprise level.

CGI UK also receives support from external human rights specialists.

Due diligence processes: assessing and managing risks in our business operations and supply chain

We have assessed the areas where the likelihood of modern slavery risks is highest, and this guides the actions we are implementing to effectively manage these risks.

Risk area	Risk analysis	Mitigating actions
Own operations	<ul style="list-style-type: none"> As a services organisation where the vast majority of members are highly skilled and are recruited and contracted directly by CGI, we consider the risk of modern slavery within our workforce to be very low. Within our direct workforce, lower paid and lower skilled roles such as reception and security present a higher level of risk. 	<ul style="list-style-type: none"> We have in-sourced higher risk services in lower paid roles in order to increase our oversight of these services and to reduce the risk of modern slavery taking place. We have rigorous recruitment practices in place and only work with our preferred list of reputable recruitment agencies who are subject to due diligence to reduce the risk of modern slavery.
Supply chain	<ul style="list-style-type: none"> A very low proportion of goods and services are procured from geographies which are considered higher risk of modern slavery. Our supply chain includes goods, such as electronics and hardware which are considered higher risk for modern slavery. 	<ul style="list-style-type: none"> Suppliers operating in high-risk geographies and/or providing high-risk goods and services, as determined by our modern slavery risk assessment tool, are required to complete further due diligence in order to identify and act on changes needed to enhance their management of human rights risks.

Due diligence: in our own operations

While the risk of modern slavery occurring in CGI's own operations is considered very low, we recognise the importance of taking steps to prevent and mitigate harm from occurring.

Our commitment to high standards of human rights is reflected throughout our recruitment practices and onboarding. These are based on principles of fair recruitment, such as the freedom to terminate employment and protection from any threat of violence, harassment, and intimidation in the workplace.

We ensure prospective employees have the right to work in the UK and conduct appropriate right-to-work checks. We have a preferred list of recruitment agencies that we work with and conduct due diligence to ensure we only work with reputable agencies. We also include specific references to the Modern Slavery Act 2015 in contractual agreements with all recruitment agencies.

Our HR systems and processes are built to prevent debt bondage, which occurs when people are forced to work for an employer to pay off debts, ensuring no employee is allowed to work in exchange for a debt.

We have taken steps to in-source higher-risk services, such as cleaning, catering and security, to increase oversight of potential modern slavery risks. As a result, CGI has minimal contractors employed on site in the lower-skilled sectors which represent a greater risk of labour exploitation and modern slavery.

Due diligence: in our supply chain

We are working to mitigate modern slavery risks at all stages of the procurement process and take targeted action in areas of greater risk.

Identifying and assessing risk

Our Third-Party Supplier Portal is used to assess supplier's exposure to, and management, of modern slavery risks to determine if further due diligence is needed. Suppliers are required to answer a questionnaire on their ESG practices, including whether they operate or manufacture products in high-risk geographies or use labour that is subject to greater risk of modern slavery due to the nature of the workforce (such as reliance upon low-skilled labour or agency workers). The questionnaire also assesses suppliers' policies and commitments on labour and human rights. This was developed with input from human rights experts using data from resources such as the Global Slavery Index.

Our modern slavery risk assessment tool is used to identify suppliers operating in high-risk countries or providing goods and services that are at higher risk for modern slavery, such as facilities management services or IT products. Subsequently, these identified suppliers are requested to complete further due diligence, as outlined below.

This year, we strengthened our risk assessment tool by conducting desk research to better understand how the risk of modern slavery in our business and supply chain is changing. This included refining which geographies, products or services require further due diligence and introducing a 'high-risk watchlist' category for geographies considered medium risk. Geographies on the watchlist prompt an additional assessment to help ascertain whether they warrant classification as high-risk. The assessment is conducted using sources such as the Human Rights Watch, Amnesty International Country Reports, the International Trade Union Confederation (ITUC) Global Rights Index and the US Department of State 2022 Country Reports on Human Rights Practices. This year saw Hong Kong and Romania added to high-risk countries, while the USA remained on the watchlist for ongoing monitoring.

To further strengthen the assessment of modern slavery risks in our supply chains, CGI is looking to invest in new AI-based tools to screen our supplier base against specific ESG criteria. This will be integrated in our Third-Party Supplier Portal and will support the identification of high-risk suppliers that may require further due diligence or the implementation of corrective action plans.



ESG performance is considered when evaluating and selecting new suppliers during the tender process. Suppliers' commitment to continuous improvement is one of nine criteria used by the global procurement team to assess suppliers. Questions on ESG and labour and human rights are now included in all competitive UK tenders, which are assigned a minimum 10% weighting.

Our modern slavery risk assessment tool is also used to identify tenders that require additional due diligence on labour and human rights. For example, tenders for office-fit-out services assessed the steps prospective suppliers were taking to ensure employers were not at risk of modern slavery, including the pre-employment screening process, provision of training of modern slavery and processes for employees to report concerns. The requirement to pay a living wage was also included in the tenders.

We have also updated our standard UK Request for Proposal templates to include ESG questions suppliers must answer to ensure they are in compliance with the Responsible Business Alliance's (RBA) Code of Conduct, the principles of which are based on internationally recognised standards including the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Due diligence of high-risk suppliers

We work with EcoVadis, a specialist sustainability ratings agency, to conduct due diligence on suppliers classified as high-risk for modern slavery and significant suppliers.

Used by over 60,000 businesses worldwide, EcoVadis' ratings and detailed scorecards enable CGI and our suppliers to understand their sustainability performance and to work together if improvements are needed. Their rating is generated through an evidence-based assessment, which takes into account relevant industry labels and certifications and is aligned with global standards including the UN Global Compact and the International Labour Organisation (ILO) conventions. The assessments focus on 21 criteria across four sustainability themes: the environment, labour and human rights, ethics, and sustainable procurement. Criteria within labour include employee health and safety, working conditions and social dialogue. The criteria within the human rights section include child and forced labour, and human trafficking. The assessment comprises questions on policies such as modern slavery, recruitment, and migrant workers, and actions such as supply chain mapping, supplier risk verification, training and grievance mechanisms. By assessing our suppliers' performance on sustainable procurement, we also get insight into the management of our tier two suppliers.

Suppliers must provide detailed evidence of their approach, including disclosure outcomes, to evidence the effectiveness of their approach. For instance, the number of confirmed cases of modern slavery, key performance indicators such as the number of suppliers evaluated/audited and training results. This information is verified against external evidence, such as labour assessment reports, news articles, judicial sources, trade union data and additional information from other published sources. High-risk suppliers are required to complete these assessments annually so we can continue to monitor and check their compliance with our human rights standards.

EcoVadis sustainability scorecards and their corrective action plans are used by CGI to evaluate suppliers, pinpointing strengths and weakness. All suppliers with a low score (below 40) are requested to meet with CGI to discuss the assessment and the measures which the supplier intends to take to enhance their performance.

To support and encourage suppliers to improve their practices, this year we established a Supplier Corrective Action Plan Group to facilitate and coordinate more active engagement with suppliers and allow us to track their improvement over time. The development of this group, and the process we implement, will be informed by best practice guidance and industry tools including from the RBA and the OECD Guidelines for Multinational Enterprises.

Both the EcoVadis assessment and the suppliers' willingness to enhance their practices and align with our requirements enable CGI to make an informed decision about whether we continue to work with suppliers. As a last resort, when a supplier continuously declines to undertake the EcoVadis assessment or receives a low score and fails to sufficiently improve their practices despite our engagement, CGI will explore options for termination and working with alternative suppliers.

In recognition of the resource constraints suppliers such as Small and Medium Enterprises (SMEs) may face in completing a third-party ESG assessment, we are considering alternative ways of conducting due diligence. This will help us increase transparency and sustainable practices, while also promoting diversity throughout our entire supply chain.

In line with our efforts to leverage technology to improve our processes, we also subscribe to a sustainability intelligence and monitoring system which proactively identifies risks associated with our suppliers based on sources from media, governments, trade unions, non-governmental organisations (NGO), and other business networks. In the event of a negative alert relating to a supplier supplying goods in the UK, our procurement team is notified and works with the Supplier Corrective Action Plan Group and supplier manager to determine any mitigating actions. As a result of this process, we have added two UK-based suppliers to our watchlist and engaged the relevant supplier manager on the issues raised. Any new orders raised with these suppliers will notify the procurement team of the risks before they commit to the supplier and will enable them to make an informed decision about whether to work with that supplier.

¹ 250 significant suppliers with which we have done the most business over the last three years.

Targeted due diligence in the IT sector

We are working to strengthen our due diligence of suppliers in high-risk and high-spend sectors. In addition to EcoVadis, we are leveraging our membership of the RBA to gain better visibility of our IT manufacturing supply chains beyond tier one, and to mitigate the potential risk of conflict minerals in our supply chain. RBA's Responsible Minerals Initiative (RMI) provides tools and resources to conduct due diligence in accordance with internationally recognised frameworks such as the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles for Business and Human Rights. We are also looking to increase visibility of working conditions in our supply chain, through the RBA Worker Voice Platform, which includes worker voice programs such as a survey, on-site assessment support and mobile learning. This will enable us to gain deeper insights into the perspectives of supply chain workers on how they are treated, so that improvements can be made where necessary.

Due diligence - in numbers

During this financial year, a total of 373 suppliers were requested to complete an EcoVadis assessment, on the basis of their modern slavery exposure or level of spend. This includes 304 suppliers considered as higher risk for modern slavery which represents an increase of 69% compared to the previous year and is the result of our enhanced modern slavery risk assessment process, as outlined above. 67% of high-risk suppliers completed an assessment, representing 94% of high-risk spend.

Suppliers that have declined to complete the assessment include suppliers with whom we have low spend and limited leverage to influence such as landlords, and suppliers mandated by our clients. We recognise that resource is also a constraint, in particular for suppliers classified as small and medium enterprises (SMEs).

89% of high-risk suppliers that completed an assessment were rated as good for human and labour rights (scoring 45 and above) representing 96% of high-risk spend assessed. Only 21 suppliers were rated as partial (scoring below 44) and there was no spend associated with 8 of these suppliers in the reporting period. No suppliers were rated as insufficient on labour and human rights (scoring below 25).



Suppliers have access to their EcoVadis corrective action plans which provide tools to improve performance. The establishment of the new Supplier Corrective Action Plan Group will also facilitate proactive measures to be taken with suppliers to encourage continuous improvement.

Responsible purchasing practices

We recognise the important role of responsible purchasing practices in mitigating modern slavery risks in our supply chain. We are committed to developing long-term relationships with suppliers and in recent years have focused on consolidating our spend on IT hardware and software. Diverting spend to preferred suppliers and reducing our transactional short-term relationships enables us to establish longer-term relationships with suppliers in this high-risk category of spend. This allows CGI to deepen our understanding of how the preferred suppliers manage sustainability risk in their business and supply chain and gives us more leverage to influence the supplier to invest in activity which mitigates risk. We are committed to paying our suppliers, in particular SMEs, on time and are signatories to the Prompt Payment Code. Under the new code, we commit to paying 95% of invoices from small businesses within 30 days.

We are in the process of developing a survey to get feedback from our suppliers regarding our policies, onboarding, and ongoing supplier management processes. This is expected to be introduced in 2024 and is designed to help us identify and implement improvements that will help us ensure an effective approach to partnering with our suppliers, while reducing risks and driving better outcomes for workers in our supply chain.

Supplier capacity-building

CGI offers capacity-building activities to enable suppliers to proactively prevent and mitigate any adverse impacts associated with modern slavery.

Our Ethical Business Forum is an initiative to share ideas and practices among CGI members and suppliers to foster the implementation of human rights standards and responsible sourcing practices. This year, CGI hosted a webinar in collaboration with UNGC, and the RBA on due diligence within organisations and supply chain, covering what companies can do to understand and articulate risks, and how they can engage their workforces and supply chains.

Previously, training resources have been sent to suppliers to raise awareness among workers in the supply chain and how to spot signs of modern slavery and report concerns. We are exploring more effective ways to help suppliers better understand and address modern slavery risks in their operations and supply chain. For example, through hosting additional webinars on the risks and indicators of modern slavery, as well as capacity-building embedded within the Supplier Charter and the annual supplier business review process.

Training for CGI members

As outlined in our Modern Slavery Policy, the prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All CGI UK members are instructed to read, understand, and follow our Modern Slavery Policy, which also includes how to spot the signs of slavery. Any updates to policies and training resources are shared with members through internal communications and articles, including through internal campaigns such as National Anti-Trafficking Day and Anti-Slavery Week. Resources are shared with members around spotting the signs of modern slavery from the Gangmasters and Labour Abuse Authority (GLAA), a public body with the task of protecting vulnerable and exploited workers.

We work with external organisations such as the UNGC to raise awareness, with our members about modern slavery and what to do should a case of slavery be suspected. Building on the Ethical Business Forum organised this year, we plan to continue holding forums with other partners, such as the RBA, and build our community of practice.



Targeted training

All members of CGI's global procurement team are required to complete regular training on modern slavery to understand the risks of modern slavery occurring in the supply chain and how to address it. The training covers the ILO indicators of forced labour, the requirements of the UK Modern Slavery Act, how to consider modern slavery risks in procurement and relevant CGI policies and practices, including how to respond to suspected cases of modern slavery. We have extended the training materials to the procurement council which includes members from outside the procurement team who are involved in managing supplier relationships. This reporting year, training provided was completed by 96.9% of targeted audiences. We have also developed eLearning modules to support this community to better understand the processes that we have in place to ensure suppliers meet high standards regarding employment issues and human rights.

Assessing the effectiveness of our approach to modern slavery

We use a number of Key Performance Indicators (KPIs) to assess the effectiveness of our actions to tackle modern slavery. Progress against these KPIs is outlined below.

KPI	Target	FY23
Percentage of global procurement colleagues who have completed bespoke modern slavery training, within three months of joining	100%	100% completed
Percentage of suppliers identified as high risk for modern slavery that have completed an EcoVadis assessment and the associated proportion of spend (this includes significant suppliers at higher risk of modern slavery)	N/A	67% of these suppliers completed an assessment, representing 94% high-risk spend. (FY22: 56%, 96%)
Significant suppliers to be assessed every two years by EcoVadis by 2025	Our global target is for 70% of 250 significant suppliers worldwide to be assessed	65% of global significant suppliers have completed EcoVadis assessments

We also committed to implementing the following initiatives:

Commitments	Progress to date
100% of new suppliers to be assessed for modern slavery risks in Third Party Supplier Portal from February 2022	100% of new suppliers assessed from January 2022
Existing suppliers to be assessed for modern slavery in Third Party Supplier Portal from autumn 2023	Process commenced in Autumn 2023. Information available on all suppliers as of November 2023

¹ Excludes Associations/Donations/Subscriptions (used for enrolment and membership fees for professional bodies/associations; donations, sponsorship).

Looking ahead

CGI UK is committed to continuous improvement to better identify and manage modern slavery risks. Priorities for the years ahead include :

- Continue to strengthen responsible procurement processes that will enable us to drive and monitor meaningful supplier performance, reducing our supply chain impact while driving better conditions for those working across our value chain.
- Continue to strengthen how we assess suppliers' exposure to and management of risk, including SMEs, through the adoption of AI-based tools to screen suppliers.
- Leverage our membership of the RBA to increase our visibility of suppliers in high-risk supply chains, in particular in the IT manufacturing sector, as well as the risks workers face and how effectively suppliers are managing them.
- Foster greater industry collaboration by innovating new technologies to pioneer novel methods to tackle modern slavery.

This statement is signed and approved on behalf of the CGI IT UK Ltd Board of Directors.



Tara McGeehan

UK President and Director of CGI IT UK Limited

28 February 2024

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

enquiry.uk@cgi.com

cgi.com/uk