

# CGI UK Gender Pay Gap Report **2023**

April 2022 – March 2023

**CGI**



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At CGI, we maintain a sharp focus on Diversity, Equity and Inclusion, in the firm belief that an organisation offering this delivers better business results and makes our environment a happier place to work.

For this reporting year (April 2022-March 2023) our headline pay gap stood at 6.8% (mean) and 10.9% (median). Our bonus pay gap figures were 3.5% (mean) and -1% (median), with the median reducing 8.4% compared to last year.

One of our key priorities is to foster and grow the best team, and one of the ways we want do that is to ensure that CGI Partners\* are diverse and our working environment is inclusive. With that in mind, we're pleased that the proportion of females we employ edged up slightly during this period, although we have further progress to make.

We continue with a broad range of DE&I programmes and initiatives, from the recruitment process through to career development, helping to ensure that we attract, retain and develop a diverse and high performing team here at CGI.

\*As a company with a unique ownership culture, we call our employees 'CGI Partners' as the majority are shareholders in our company.



A handwritten signature in blue ink that reads "Tara McGeehan".

**Tara McGeehan**

President, CGI UK & Australia

# Gender Pay Gap Report

We report pay gap figures on a mean and median basis. The mean measure is a simple average of pay across the relevant population. The median takes that same population and shows the midpoint pay value when they are ranked from highest to lowest.

Pay quartiles divide our CGI Partners into four evenly populated groups based on their hourly salaries. This lets us compare detail on pay gaps and representation between different pay levels.

## 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 & Australia

### Gender pay gap

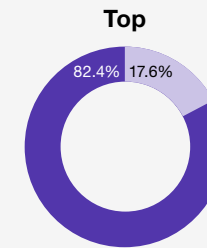
	2023	YoY change
CGI <b>mean</b> gender pay gap	6.8%	↑ 1.4%
CGI <b>median</b> gender pay gap	10.9%	↑ 1.3%

### Bonus pay gap

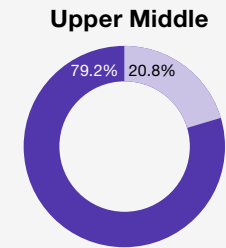
	2023	YoY change
CGI <b>mean</b> bonus pay gap	3.5%	↑ 0.6%
CGI <b>median</b> bonus pay gap	-1.0%	↓ 8.4%
Percentage of <b>women</b> receiving a bonus at CGI	88.8%	↑ 15.6%
Percentage of <b>men</b> receiving a bonus at CGI	89.6%	↑ 14.4%

### Gender balance by pay quartile

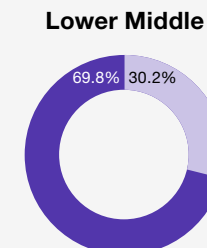
Key: ■ Women ■ Men



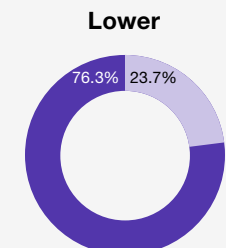
Change from 2022  
% women: ↑ 0.3%  
Hourly pay gap: -1.2%



Change from 2022  
% women: ↑ 0.4%  
Hourly pay gap: 0.4%



Change from 2022  
% women: ↑ 1.3%  
Hourly pay gap: 0.4%



Change from 2022  
% women: ↑ 0.7%  
Hourly pay gap: -6.3%

# Getting behind the pay gap numbers

For this reporting year, the mean gender pay gap was 6.8% (+1.4%), and the median pay gap 10.9% (+1.3%).

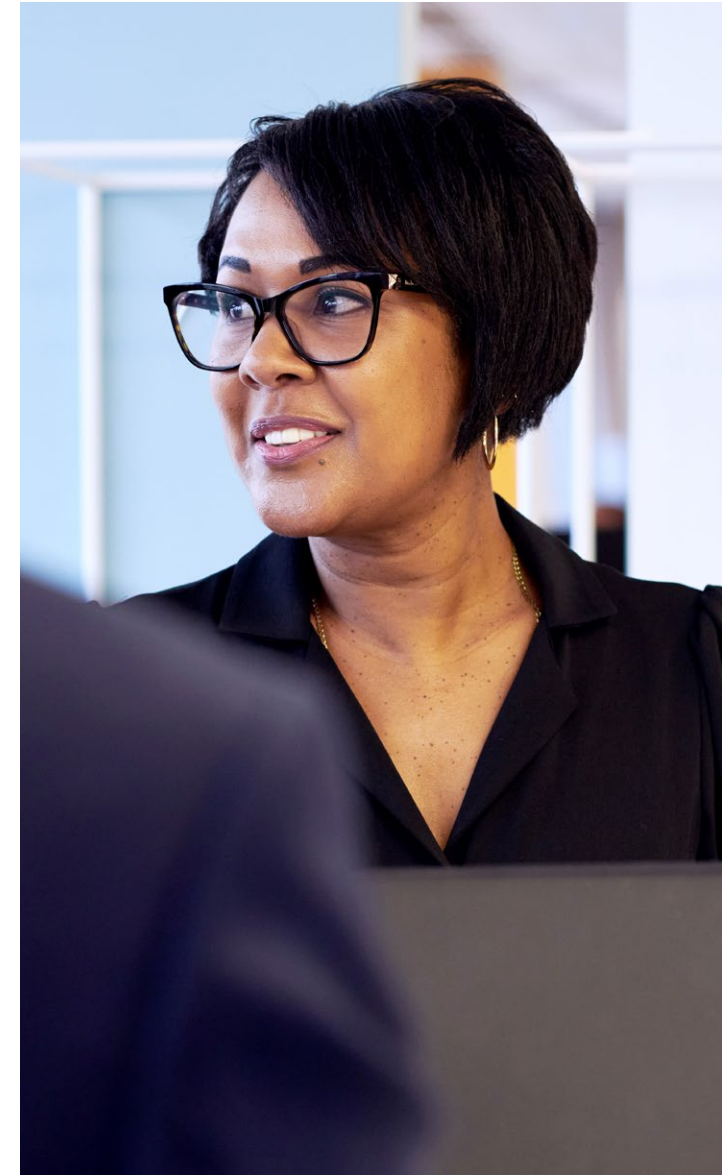
The pay gap figures take data from a single reporting month (April 2023) and we believe that the slight increase this year is a result of the high value of long term incentive plan payments in the month of April.

The bonus pay gap, which is measured across the whole year, remains relatively low with the mean value for the year at 3.5%. Meanwhile the median measure was -1.0%, meaning it was slightly in favour of females. This narrow gap reflects the more even distribution of males and females across different pay levels, and that each are receiving similar bonus levels across the full year.

The percentage of females receiving a bonus during the reporting year was very slightly lower (0.6%) than for males. This difference is because we hired proportionately more women in the second half of the year, past the cutoff point for annual bonus eligibility.

The pay quartile figures illustrate how genders are distributed across the pay quartiles. Female representation has risen in all quartiles, with the biggest increase and largest concentration of females in the lower middle quartile.

**Overall, female representation at CGI is 23.5%, an increase of 0.5% over the previous year.**



# What we are doing

At CGI we continue to evolve our Diversity, Equity and Inclusion (DE&I) strategy, building a culture of inclusion and equal opportunity.



Fostering our DE&I culture involves focusing on every area of the CGI Partner experience, from recruitment through learning and development, and the day-to-day working experience.

**During this reporting year we maintained these efforts with several programmes:**

### Encouraging women to go for promotion

Led by our CGI Women’s Network, we hosted a ‘Know How’ learning session focussed on the promotion panel process at CGI in the UK. A group of female CGI Partner panellists – from a variety of career levels who have completed, mentored others or facilitated the promotion panel process – discussed the motivations for, benefits of and preparatory work required for promotion.

### Menopause in the Workplace guidance

We launched a new menopause guide for CGI Partners and leaders, highlighting how menopause can affect people in a working environment, and helped build knowledge around this subject with internal discussion and a company-wide ‘Know How’ learning session.

### Supporting women in defence

At CGI we’re closely aligned with the Defence Women’s Network (DWN), which aims to break down barriers and end discrimination in the workplace. During the reporting period, we ran two virtual sessions with the DWN on the topic of Personal Branding with practical examples and experiences, joined the DWN to celebrate IWD at the House of Lords, and were platinum sponsors of the Defence Women’s Network 2023 Conference.

### Women’s Network

We’re very proud of our CGI Women’s Network, which continues to be one of the most active of our CGI Partner-led networks with active discussions on its Teams channel (which is open across CGI), leading on our International Women’s Day initiatives, as well as crafting an informative monthly newsletter, amongst other things.

## International Women's Day

CGI supports a broad array of initiatives and events aligned with this globally recognised day. This year we saw:

- Launch of our [Women's Network #EmbraceEquity video](#), supporting inclusion, development and bringing the next generation of young females in to STEM, which was shared across CGI's social media.
- The Guardian's IWD supplement entitled '[Empowering Women and Girls](#)' featured four articles from CGI women:
  - [By reflecting on the diversity of our clients, we are making good business sense](#)
  - [Learning from each other helps to provide the greatest DE&I support](#)
  - [Providing women with career growth support and opportunities](#)
  - [Inspiring the next generation of females to start a career in IT](#)



- Eight local office celebration events raising donations for charities such as Endometriosis UK and Birmingham and Solihull Women's Aid.
- A virtual International Women's Day Panel event featuring five champions of diversity, equity and inclusion from across CGI globally, including Lindsay McGranaghan, one of our female business unit leaders in the UK.

- London Evening Standard IWD Supporting women in Tech article from CGI's president in the UK, Tara McGeehan: [Women in STEM: How far we've come and how far we have to go](#)

## Introduction of new mandatory DE&I training module

To help foster an inclusive workplace we launched a new, 30-minute mandatory training called 'Moving from bias to inclusion' for all CGI Partners and contractors.

## Supplementary DE&I awareness training

All CGI Partners were encouraged to continue their DE&I journey by completing two self-assessments to better understand more about their own biases – [Project Implicit \(Harvard University\)](#) and [Franklin Covey Unconscious Bias Self-Assessment](#). Additionally, CGI Partners were signposted to the resources on our CGI Academia learning platform including videos, books and courses to broaden learning on this topic.

# Awards

Our female tech talent was recognised across a number of awards this year.

The Women in IT Awards 2023 shortlisted four CGI members in the following categories:

IT Team of the Year

Ally of the Year

Woman of the Year

Security Leader of the Year

We're very proud to have won **Best for Diversity and Inclusion Strategy** at the Target Jobs, National Graduate Recruitment Awards 2023.

We're also proud that a CGI Partner made the **2023 Northern Power Women Awards Power List.**





# Looking forward

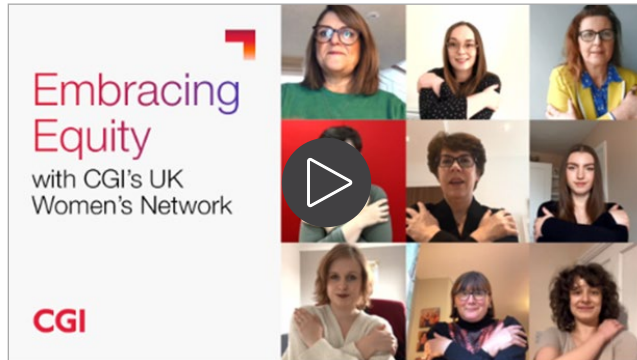
To encourage women into STEM and to join CGI, we'll continue to use inclusive language in our job ads and highlight women and their achievements at CGI on our website. To build the careers of the women already within CGI, we will encourage women to go for promotion and establish a mentoring programme supporting females in the business.

We will also drive DE&I awareness and inclusivity across our organisation. We have an ongoing focus on enhancing our policies to ensure they meet the needs of an evolving workplace.



# What our CGI Partners say

Take a look at what some of our female CGI Partners say about life at CGI...



[Embracing Equity with CGI's UK Women's Network](#)



[I grew from a Graduate to Director with CGI](#)



[People come first at CGI](#)



[From the armed forces to an Exciting Career in Cyber Security at CGI](#)



[Looking back on a decade with CGI](#)



[The Supportive Environment for Women in Tech at CGI](#)

# Our networks

At CGI, we believe there should be no limits on a person's dreams and aspirations.

That's why at CGI we are [unconditionally inclusive](#). We strive to create an environment where you can always be unconditionally you.

Our [CGI Partner-led networks](#) also offer valuable encouragement, support and activities to ensure everyone can contribute to our success. All are welcome to join – and our networks encourage ally membership.



[Diversity, Equity and Inclusion at CGI in the UK – Our member networks](#)

**Ability** Network

**Bereavement Support** Network

**LGBT+** Network

**Men's Health** Network

**Neuroverse** Network

**Parental Support** Community Network

**Part-time** Network

**Race, Ethnicity & Cultural Heritage (REACH)** Network

**Uniformed Services** Network

**Women's** Network

**Young Professionals** Network

Find out more about [our networks](#).

## 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.

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