

CGI UK Ethnicity Pay Gap Report **2023**

CGI



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Striving to provide a working environment in which CGI Partners* from all backgrounds can thrive is something we are committed to at CGI. Closely monitoring our Diversity, Ethnicity & Inclusion (DE&I) performance, and taking action where necessary underpins this.

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

This is our third ethnicity representation and pay gap report and I am pleased that we are reporting a reduction in our overall pay gap, and an increase in representation of ethnic minority background CGI Partners. This increase means that our representation now closely aligns with England and Wales (2021) census figures.

The ethnicity pay gap figures show a reduction in the gap compared to last year, with the mean figure at 6.3%, and the median at 1.8%. The bonus pay gap is wider and reflects the proportion of CGI Partners from an ethnic minority background at more senior levels (where a bonus opportunity is greater) and an increase in ethnic minority representation in junior positions.

Through our range of DE&I initiatives we continue to foster our unconditionally inclusive culture, helping to attract, retain and develop a diverse team at CGI.



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

Tara McGeehan

President, CGI UK & Australia

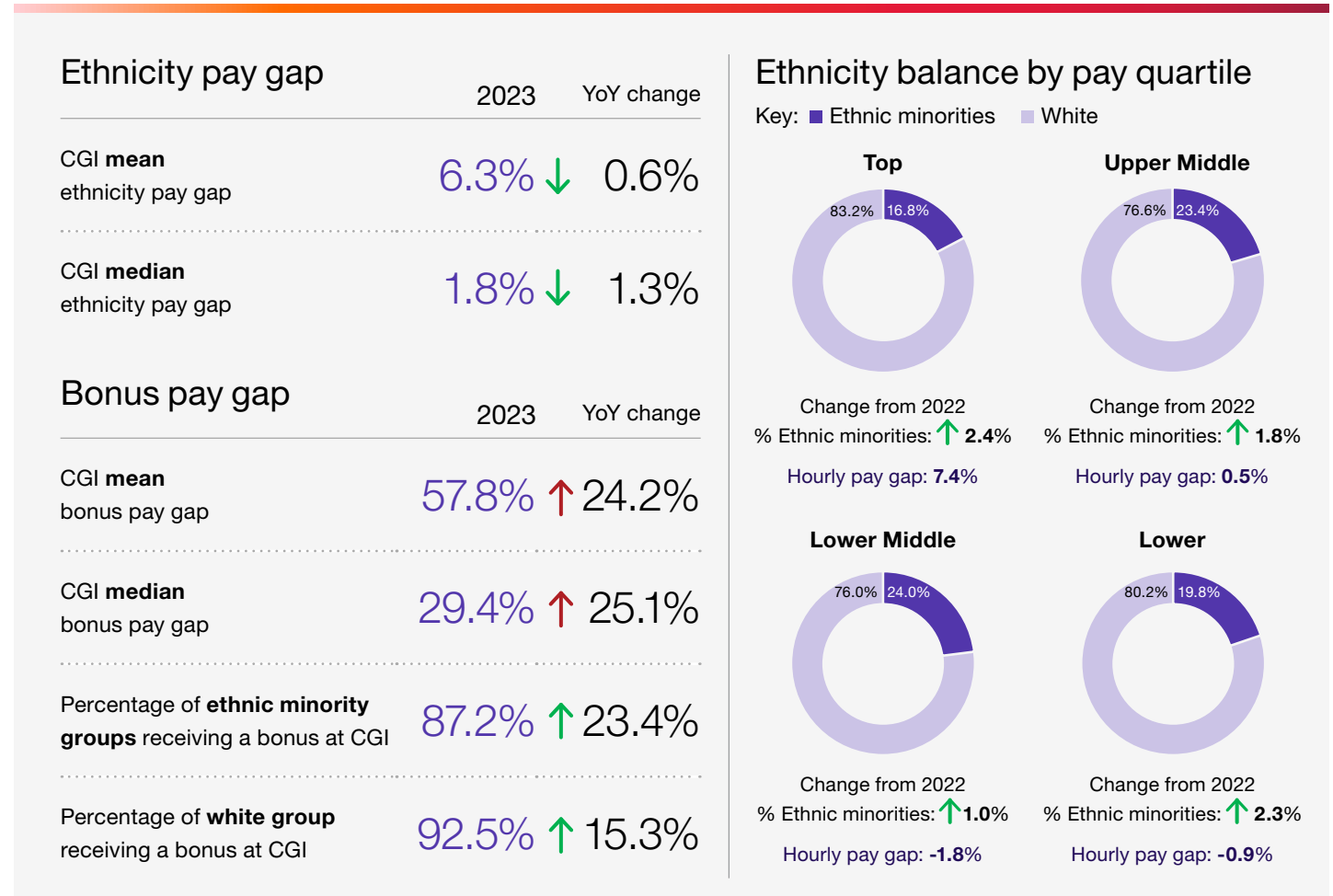
Ethnicity Pay Gap report

We measure the pay gap between all CGI Partners who have declared themselves as being of ethnic minority background, and those declaring themselves as white, using the same methodology as for gender pay gap reporting.

We're pleased that the ethnicity pay gap at CGI has reduced since last year, with the mean gap dropping to 6.3% (from 6.9%), and the median reducing to 1.8% (from 3.1%). Also positive is that the analysis shows an increase in representation across all four quartiles, with the highest rate of representation growth in the top pay quartile.

Even though we are encouraged by the increase in ethnic minority CGI Partners in the top pay quartile, it remains the quartile with the lowest representation. This is a key factor in explaining the relatively large bonus pay gap, which grew compared to last year, because higher paid, more senior roles have higher bonus opportunity.

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. Our ethnicity pay gap measures the difference in pay between those who have classified their ethnicity as white, compared to those from other ethnic groups. Pay quartiles divide our people into four evenly populated groups based on their hourly salaries. This lets us compare detail on pay gaps and representation between different pay levels.



Ethnicity representation

Ethnicity representation	2023		2022		2021 Census data
	#	%	#	%	(Eng & Wales) %
Ethnic minority groups	1,177	18.2%	967	16.2%	18.3%
White	4,366	67.5%	4,085	68.6%	81.7%
Prefer not to say	259	4.0%	193	3.2%	
Unknown	655	10.3%	714	12.0%	
Grand total	6,467		5,959		

Ethnicity representation by group	2023		2022		2021 Census data
	#	%	#	%	(Eng & Wales) %
Any other ethnic group	46	0.7%	41	0.7%	2.1%
Asian/ Asian British	845	13.1%	699	11.7%	9.3%
Black/ African/ Caribbean/ Black British	181	2.8%	126	2.1%	4.0%
Mixed/ multiple	105	1.6%	101	1.7%	2.9%
White	4,366	67.5%	4,085	68.6%	81.7%
Prefer not to say	259	4.0%	193	3.2%	
Unknown	665	10.3%	714	12.0%	
Grand total	6,467	100.0%	5,959	100.0%	

Getting behind the ethnicity representation numbers



CGI Partners are asked to voluntarily and confidentially record their ethnic background to **help us better understand the representation of different ethnic groups** throughout our business.

We started this process in 2020 and, as at April 2023, 86% of CGI Partners had recorded their ethnic group. An additional 4% of CGI Partners selected 'prefer not to say' and 10% remain unknown. We continue to encourage our CGI Partners to share ethnicity information to improve the accuracy of our reporting.

During this reporting year, the proportion of CGI Partners that identify as being of ethnic minority background increased to 18.2%, almost matching the census value for England and Wales (2021) which

stands at 18.3%. Our reported proportion of ethnic minority background CGI Partners doesn't include those that have selected 'prefer not to say' or who have not disclosed their ethnic group.

Looking at individual ethnic minority groups, those of Asian/Asian British backgrounds are the largest single group where representation has increased since our last report. The next biggest group are CGI Partners of Black/African/Caribbean/Black British backgrounds, growing by over 40% since last 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.

The ongoing development of our DE&I culture centres on bringing a range of cultural experiences to our CGI Partners that reinforce the diversity within our business and encourage everyone to be their true selves. Our Race, Ethnicity and Cultural Heritage (REACH) Network sits right at the heart of this activity, including hosting a range of virtual and local events which promote the cultural richness of CGI and help encourage local teams to connect.



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

The Business in the Community’s Race at Work Charter

Supporting our DE&I efforts, CGI signed [Business in the Community’s \(BITC\) Race at Work Charter](#) to publicly demonstrate our commitment to taking practical steps towards tackling barriers that ethnic minorities face in the workplace. All CGI Partners were invited to a Know How learning session, featuring a guest speaker from BITC, discussing why CGI decided to sign up to the Race At Work Charter and why it’s important for our people and our business.



Introduction of new mandatory DE&I training module

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

This was in addition to a company-wide ‘Know How’ learning session including, ‘What’s the latest in Diversity, Equity & Inclusion?’, to coincide with National Inclusion Week, discussing progress in DE&I, what CGI is doing and how everyone can practice inclusivity.

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.

Supporting cultural awareness across CGI

Summer Cultural Event: Our REACH Network hosted an in-person networking event in our London office for CGI Partners. Attendees joined in cultural dress and enjoyed international snacks, and activities included a panel discussion with senior leaders, cultural icebreaker, guest speaker and networking.



CGI UK & Australia President, Tara McGeehan, and senior leaders panel at the REACH Network Summer Event



Attendees at our REACH Network Summer Event

Manchester – fun, fitness, food and fundraising:

Spearheaded by our Race, Ethnicity and Cultural Heritage (REACH) Network in cooperation with other [CGI DE&I networks](#), CGI Partners at our Manchester office enjoyed an action-packed activity afternoon with over £600 in proceeds raised for charity.

Marking Stephen Lawrence Day: Our REACH Network raised awareness of Stephen Lawrence Day on 22 April, emphasising the part we all play in creating a society where everyone can flourish.

Celebrating Vaisakhi: CGI Partners in our REACH Network let colleagues know more about the festival of Vaisakhi, celebrated by Sikhs across the globe, including how some of our own CGI Partners celebrate.

Celebrating Sinhala and Tamil New Year: The Sinhala and Tamil New Year, known as the Sun Festival, is celebrated in Southern India and Sri Lanka by both Buddhists and Hindus. Members of our REACH Network shared how they mark the occasion.



CGI Partners enjoying Eid celebrations

Celebrating Eid al-Adha: CGI Partners shared how they made the most of their Eid weekend of celebrations. All CGI Partners were invited to a company-wide Know How learning session with insight into what Ramadan is, how colleagues can contribute to a Ramadan-friendly workplace and personal experiences of Ramadan.



CGI colours of Diwali

Celebrating Diwali: CGI Partners across our UK offices came together to celebrate Diwali.

Awards

We were pleased that our efforts to be an inclusive employer were recognised across a number of awards this year.

Winner Best for **Diversity and Inclusion Strategy** at Target Jobs, National Graduate Recruitment Awards 2023

We were proud to have won the Best for Diversity and Inclusion Strategy award because of our approach to social mobility – tackled through three routes. We maximise exposure of CGI to a wide range of candidates, ensure accessibility so all feel welcome and make sure all candidates that apply have a fair chance regardless of their background.



Winner of **'Inclusion & Diversity Programme of the year'** at the GSA Professional Awards

CGI was recognised at the GSA Professional Awards for our DE&I networks and Know How learning sessions, that create safe spaces for CGI Partners to share personal experiences and challenges they have overcome - providing support to each other and partnering with allies.



Recognised for **accelerating gender equality and social mobility** at 2023 Northern Power Women Awards

CGI was delighted to be recognised as a finalist in the Large Organisation category at the Northern Power Women Awards for our commitment to gender equality and inclusive culture, demonstrating our forward-thinking approach to recruitment, development and retention of talent.



CGI on the **'Inclusive Top 50 UK Employers' List**

CGI was proud to achieve a bronze accreditation in the Inclusive Top 50 UK Employers index 2022/23 – a list which acknowledges and ranks the most inclusive employers who demonstrate best practice across all strands of diversity including age, disability, gender, LGBT+, race and faith.



Looking forward

In our goal to be **[#UnconditionallyInclusive](#)**, we'll continue to use inclusive language and images in our job ads to encourage people of all backgrounds and ethnicities to join CGI.

We will continue to [showcase the careers and experiences](#) of real CGI Partners on our website. We're also looking to take part in events and awards with specific focus on people of ethnic minority backgrounds to showcase the opportunities within CGI.

To benefit those already within CGI, we will maintain our focus on DE&I awareness, inclusivity and representation across the organisation in collaboration with all our [networks](#), as well as supporting career development and promotion for our people.



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.

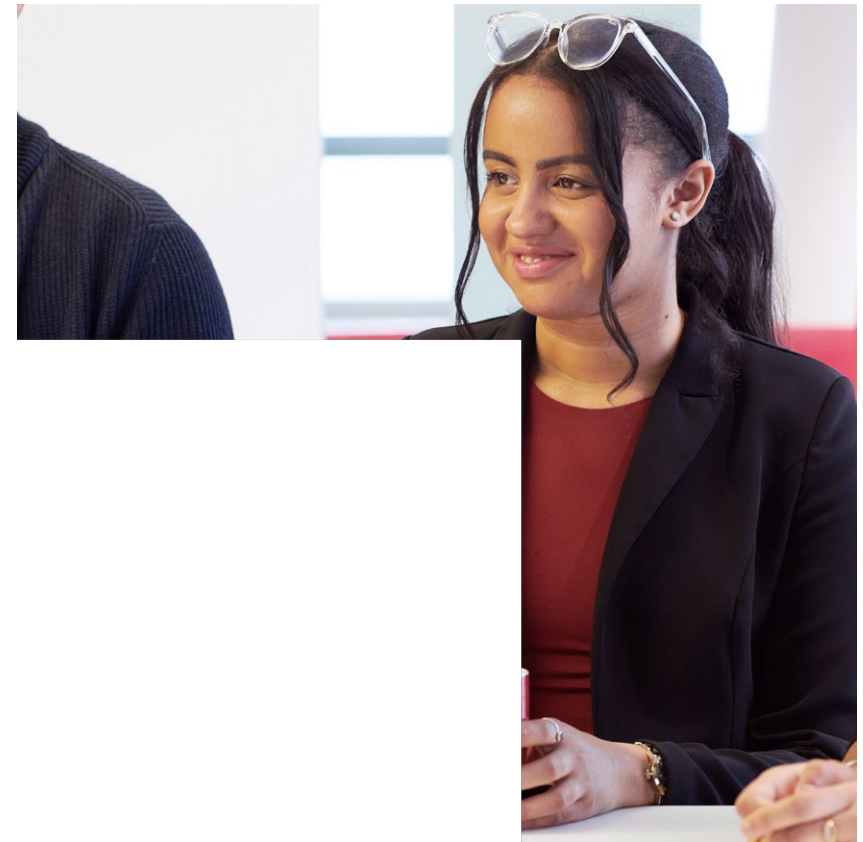
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