

CGI IT UK Ltd Gender Pay Gap Report **2024**

April 2023 – March 2024

CGI



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At CGI, we maintain a continued 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.

I'm pleased to be sharing that we have made progress with our gender pay gap this year. In this latest report for 2024 we are reporting our narrowest pay gap since starting to analyse and submit our figures.

This improvement is a reflection of further progress towards a more even gender representation across all levels of seniority in CGI. As this report sets out, our mean gender pay gap is now down to 4.2%, while the median has reduced to 8.4%.

Although these are our best figures yet, a gap still remains, and we will continue to focus on reducing it further. To do that we are maintaining our efforts to encourage and support CGI Partners* to achieve progression and to achieve their full potential. Helping CGI Partners to fulfil their potential is of course not just a gender matter, it's something that we are passionate about for everyone who works as part of the CGI team. Even so, we are continuing to see the benefit of a particular focus to support women to thrive, and this year we have taken several steps to achieve more as this report sets out.



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

Tara McGeehan

President, CGI UK & Australia

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

Gender Pay Gap Report

We report pay gap figures on a mean and median basis. The mean is a simple average of pay across the relevant population.

The median takes that same population and provides the midpoint pay value when the whole group are ranked from highest to lowest.

Pay quartiles divide our CGI Partners into four evenly populated groups based on their hourly pay rates. This enables us to 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

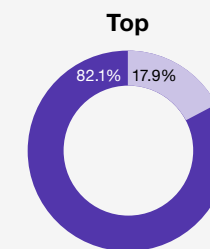
	2024	YoY change
CGI mean gender pay gap	4.2%	↓ 2.6%
CGI median gender pay gap	8.4%	↓ 2.5%

Bonus pay gap

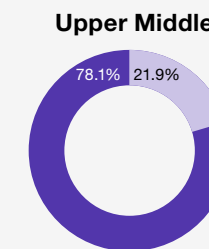
	2024	YoY change
CGI mean bonus pay gap	-15.5%	↓ 19%
CGI median bonus pay gap	10.2%	↑ 11.2%
Percentage of women receiving a bonus at CGI	91.4%	↑ 2.6%
Percentage of men receiving a bonus at CGI	89.2%	↓ 0.4%

Gender balance by pay quartile

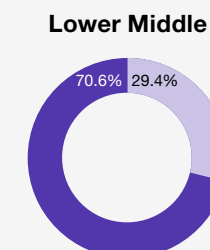
Key: ■ Women ■ Men



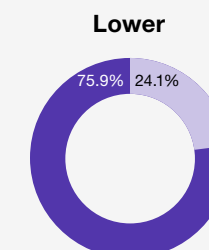
Change from 2023
% women: ↑ 0.3%
Hourly pay gap: -6.9%



Change from 2023
% women: ↑ 1.1%
Hourly pay gap: 0.6%



Change from 2023
% women: ↓ 0.8%
Hourly pay gap: 0.3%



Change from 2023
% women: ↑ 0.4%
Hourly pay gap: -5.6%

Understanding the gender pay gap numbers

The pay gap figures as of April 2024 reduced in comparison to last year and represent the narrowest pay gap that we have reported since starting gender pay gap analysis. This reflects the more even representation of women across CGI.

This is illustrated by the pay quartile analysis, which shows the representation of women in the top two pay quartiles increased overall. Even so we note that while the top two pay quartiles have improved in terms of representation of women, there are still proportionally fewer women compared to the lower two quartiles, so there is a room for further improvement.

The bonus pay gap figures this year reflect a variation between the mean and median figures. The mean (average) figure shows a 15.5% gap in favour of women.

By contrast, the median measure shows a 10.2% gap in favour of men. This bonus gap pattern reflects that there is a higher variation in bonus payments received by women, with higher awards lifting the average above that of men.

The measure of men and women receiving bonuses shows that a slightly higher proportion of women received a bonus during this year compared to men.

All CGI Partners are eligible to participate in the annual bonus scheme, however they may have not received one in the year if they joined too late to qualify.

Overall, representation of women at CGI is 23.8%, an increase of 0.3% over the previous year.



With a mean gender pay gap of 4.2% and a median pay gap of 8.4%, these are the best figures that we have reported to date.

What we are doing

At CGI, our commitment to Diversity, Equity, and Inclusion (DE&I) is evolving to create an even more inclusive and equitable place to work.



We're integrating DE&I into every aspect of the CGI Partner journey. This reporting year, we have reinforced our commitment with initiatives to empower every member of our community:

Women's Network

Our CGI Partner-led Women's Network remains a dynamic community that champions inclusion for women and allies at CGI. The Network regularly hosts knowledge-sharing sessions, launches new initiatives, drives engaging conversations on the open Teams channel, shares insights through the monthly newsletter – and much more.

Our Women's Network led the **2024 International Women's Day (IWD)** celebrations to support the #InspireInclusion theme, including:

- Speed mentoring sessions in several of our larger offices, sharing and gaining career advice and forming mentoring relationships.
- A dedicated 'lunch & learn' session with inspiring stories of women who have championed inclusion through their work.

- Fundraising across our UK offices for the Lady Garden Foundation (gynecological charity).
- Tara McGeehan (President, CGI UK & Australia) shared her thoughts in a video on practical ways to be inclusive and ensure everyone's voice is heard.
- Wonderwall of Women who #InspireInclusion where some of our DE&I Network leads nominated their inclusion heroes.
- In a short video, CGI Partners shared what inclusion means to them and how they feel included at CGI.

At CGI we are aligned with the **Defence Women's Network (DWN)**, which aims to break down barriers and end discrimination in the workplace. CGI President Tara McGeehan led a DWN Masterclass, addressing “sticky floors and glass ceilings,” with practical advice from her experiences as a woman in STEM. We were also Platinum Sponsors for the 2023 Defence Women's Network conference.

Health & wellbeing

Throughout **Breast Cancer Awareness Month 2023**, CGI Partners across the UK fundraised for Breast Cancer Now – a research and support charity and Macmillan Cancer Support. The collective effort resulted in a range of activities, such as marathons and treks, cake sales and raffles to support both causes.

During **Men's Health Week 2023**, we promoted healthy habits and mental wellbeing while addressing digital wellness. A highlight was the 'Talking Testicular Cancer' session, delivered in partnership with the OddBalls Foundation and our Men's Health Network.

On top of fundraising, **Movember** highlighted the importance of addressing men's mental health issues and breaking traditional gender stereotypes in discussions about mental wellbeing. CGI also sponsored **ANDY'S MAN CLUB**, a suicide prevention charity, through our kit sponsorship programme.

Policy changes

We're proud to have significantly enhanced our **maternity and adoption policies**, supporting CGI Partners in the immediate period following the birth or adoption of a child. We've also enhanced our **paternity leave policy** to ensure that the CGI Partner can support their newborn.



Knowledge sharing & learning

We launched our Women's Network Mentoring Programme, an online self-service portal enabling mentors and mentees to link up, tap into skills and share knowledge.

We were headline sponsor of Karren Brady's **Women in Business and Tech Expo 2023** in London, where a CGI Partner gave a keynote speech sharing her insights on work-life balance and fostering personal and professional growth. We also attended the 2024 show in Manchester, underlining our commitment to women in STEM.

The Women's Network also (co-) hosted several knowledge sharing sessions including:

- **Navigating perimenopause** – raising awareness and providing support for those experiencing perimenopause.
- **Women and neurodivergence** – highlighting the unique challenges faced by neurodivergent women in the workplace, alongside our Neuroverse Network.
- **Encouraging promotions** – an overview of CGI's promotion process and panel discussion with our DE&I networks with practical advice to encourage others.

We promote allyship through lunch and learn sessions like ‘**From Bystander to Upstander**’, sharing practical ways to make it an active responsibility for a more inclusive workplace.



We are unconditionally inclusive

CGI's commitment to being unconditionally inclusive is evident in a range of forward-thinking initiatives:

- We marked **National Inclusion Week 2023**, by highlighting CGI's year-round commitment to inclusion, featuring activities and resources for CGI Partners to take part in.
- We continue our focus on **inclusive recruitment** – ensuring job adverts use equitable language and imagery, attracting a diverse range of applicants.
- Our **No Holding Back campaign**, featuring three CGI Partners sharing their personal experiences, encourages individuals to bring their whole selves to work.
- Our **11 CGI Partner-led DE&I Networks** provide platforms for individuals to connect, share experiences and support each other across various aspects of identity, including gender, ethnicity, disability and more.

Awards



We're proud to have won 'Best Graduate Employer' at the **2023 Women in Tech Employer Awards**, recognising our support for female STEM graduates.

We also won 'Best for Diversity and Inclusion Strategy' at the **National Graduate Recruitment Awards 2023**.

Our DE&I efforts earned us recognition in the **Sunday Times Best Places to Work 2024** in the 'Very Large Company' category. We were 'Highly Commended' in the employee wellbeing and LGBTQIA+ employees categories.

This year, several female CGI Partners earned well-deserved recognition:

Winner of the 'Social Good Award' and finalist in the 'Impact Leader of the Year' category at the **Black Tech Achievement Awards 2024**

Finalist in the 'Young Leader of the Year Award' category at the **2023 British Ex-Forces in Business Awards**

Shortlisted in the 'Future List' category at the **Northern Power Women Awards 2024**



Looking forward

We will continue to focus on reducing the gender pay gap further by ensuring balanced female representation throughout the business.

To achieve this, we will:

- Enhance awareness of our inclusive recruitment strategies to attract diverse talent and promote our opportunities – including early careers professionals.
- Encourage women to pursue STEM careers and join CGI by continuing to use inclusive language in our job adverts and highlight the achievements of women at CGI.
- Support the career development of CGI Partners at all levels of the organisation by increasing awareness of accessible promotions process and encouraging applications.
- Upgrade our mentoring tool to improve access to mentorship and to gather insights on participation and effectiveness.



What our CGI Partners say

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



[Celebrating International Women's Day 2024 at CGI UK](#)



[Being part of CGI's technical community](#)



[My journey in STEM](#)



[My 17-year career journey at CGI:
Reflections and lessons learned](#)



[From Apprentice to Software Engineer -
Finding passion and purpose at CGI](#)



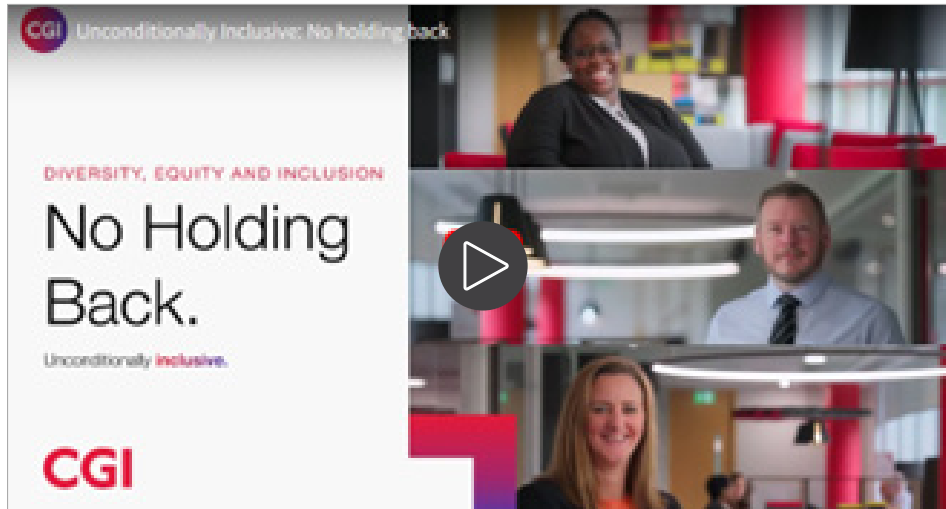
[My career journey at CGI: Embracing diversity
and inspiring inclusion](#)

Our networks

We are committed to fostering an unconditionally inclusive culture, as it's central to our success.

Our focus will be introducing the next phase of mandatory DE&I training and on being kind and respectful to each other.

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.



[Unconditionally Inclusive: No holding back](#)

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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