



# CGI Partner Benefits Australia



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# Introducing CGI Partner Benefits

CGI's total compensation package aims to offer something for every CGI Partner. We know that our strength and success is reliant on the talent, drive and commitment of our CGI Partners and for this reason, we strive to create an enjoyable and rewarding work environment, where you can build a career.

Our CGI Partner benefits are aligned with CGI's philosophy of developing an ownership culture in which all CGI Partners can feel empowered to contribute to CGI's success. When you join CGI, you have the opportunity to become an owner, by participating in the Share Purchase Plan (SPP). Our aim is for every CGI Partner to reap the benefits of ownership, have the tools and resources required to shape your career and have access to programs that contribute to a healthy work-life balance.

All benefits are open to permanent and maximum-term contract employees working in Australia, unless stated otherwise.

Benefits are subject to the individual policy conditions and this guide provides a general overview only. CGI reserves the right to change the benefits contained in this guide at its' discretion. CGI's compensation and benefits programs are reviewed regularly to promote the best interests and needs of our CGI Partners while ensuring that we remain competitive.

The information pack was last updated to reflect benefits from 1 February 2025.

# Ownership Programs

Central to CGI's philosophy is developing an ownership culture in which all CGI Partners can contribute to CGI's success. We believe that our success comes from the strength and commitment of our shareholder CGI Partners. When you join us, you have the opportunity to become an owner of your company. Only permanent CGI Partners are eligible for our Ownership programs.

## Share Purchase Plan (SPP)

This plan enables CGI Partners to buy CGI shares and obtain a company match on the basic contribution.

CGI will match your contribution "dollar-for-dollar" up to the value of 3.5% of base salary. Your shares are available to sell or withdraw at any time with no holding period. You can even change the amount you contribute each month.

## Profit Participation Plan (PPP)

You'll participate in the rewards that come from CGI's growth. This plan distributes a portion of our profits based on the achievement of CGI's financial objectives, as well as individual performance.

PPP target bonus is a percentage of your annual base salary. It is typically paid in December.

PPP is a discretionary plan designed to support the needs of the business and eligibility conditions apply to scheme participation.



# Insurances

## Salary Continuance, Life and TPD Insurance

CGI wants our CGI Partners to feel secure and therefore provides free salary continuance, life and total & permanent disablement insurance.

Any claim is subject to review and approval by the insurer.

Life and TPD insurance coverage is 2x base salary.

Salary continuance insurance is at 75% of base salary and is payable after 90 days absent from work, until you return to work, for up to 5 years.

Permanent CGI Partners on a contract of at least 15 hours per week are eligible for these benefits.

CGI Partners employed on a fixed-term contract longer than six months are eligible for life and TPD insurance. CGI Partners on a fixed-term contract employed for longer than 12 months are eligible for salary continuance insurance.

All of these insurances are subject to policy eligibility rules such as age, and insured amounts are capped at Automatic Acceptance Limits, unless the CGI Partner has completed underwriting and has been accepted by the insurers for higher coverage.

## Health Insurance

CGI has partnered with [Bupa](#), to provide you with access to a voluntary corporate health insurance plan, at a special rate. Benefits also include a customer loyalty bonus (meaning you can claim more back on extras straight away), rewards and discounts from over 40 partners with Bupa Plus, a 15% discount on travel insurance premiums and 10% off all other general insurance premiums.

The cost of the insurance plan is not covered by CGI.



# Health & Wellbeing Programs

## Oxygen

Oxygen, our global health and wellbeing program, is made up of a multidisciplinary team of health experts who support our CGI Partners in their efforts to adopt a healthier lifestyle through a variety of preventive and awareness activities and services.

All CGI Partners have access to the Oxygen Portal and Oxygen App, providing on-demand resources to seek advice, read up or research on health and wellbeing topics.

Australian Oxygen initiatives are updated each year and have included things like skin cancer checks, flu vaccines, workshops with external guest speakers and lots more.

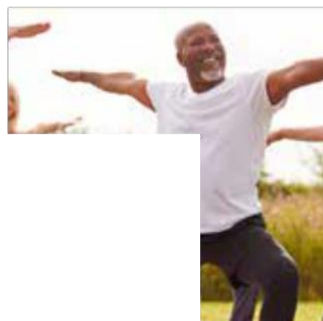
## My Assistance Program (MAP)

CGI's My Assistance Program is completely confidential and accessible 24/7 for you and your family. It provides consultation, psychological counselling and support services such as financial and legal advice to help you through your personal and/or professional challenges.

There is a helpline and an online portal where you can seek help and advice if you don't want to talk to someone straight away. Included in the service are up to 5 complimentary counselling sessions.

## Mental Health First Aider (MHFA) Network

The CGI Mental Health First Aider (MHFA) network consists of over 250 MHFAs across the business unit. The network is coordinated by the Oxygen team, and forms part of the health and wellbeing program.



The aim of the MHFA network is to create and maintain an open culture around mental health at CGI, encourage greater awareness and openness about mental health, and enable CGI Partners to access support when needed.

## Vivo Virtual Care

CGI Partners have access to Vivo Virtual Care through the insurance provided by MLC Life Insurance (see insurance section for eligibility).

Vivo Virtual Care helps you quickly and easily access confidential support online from leading health and medical experts. There are services for you and your family to use, including those to support with mental health, second opinions on medical conditions, fitness and nutrition consultations, and more.

# Leave Programs

## Paid Parental Leave

CGI encourages a healthy work-life balance. This includes taking the time that you need to nurture a new family member with the security of industry-leading paid parental leave.

Primary caregivers receive 16 weeks paid parental leave at full salary (in addition to government-funded parental leave). 12 weeks is paid when you commence your parental leave and 4 weeks is paid after returning to your role for 3 months.

Secondary caregivers receive 2-weeks of paid parental leave.

This policy is gender neutral. The paid parental leave program is available to permanent CGI Partners after 6 months of service.

## Annual Paid Volunteer Day

Corporate Social Responsibility (CSR) is one of our core values. We play an active role in helping our communities through fundraising initiatives, planting trees and sponsoring kits for local sporting teams. Each permanent CGI Partner can access one paid volunteer day per year.

## Paid Study Leave

Every permanent CGI Partner creates a development plan with their leader. This typically includes a range of development activities such as on-the-job training, shadowing, mentoring, online learning and formal training. Study leave could be included in this plan to a maximum of 4 days per annum.

## Annual Leave Purchase & Sell

We realise that CGI Partners have additional commitments outside of work, which is why we offer all permanent CGI Partners the opportunity to purchase up to 2 weeks' annual leave per calendar year.

For those who have excessive leave and would like to cash it in, we also offer this option, subject to guidelines.

## Family & Domestic Violence Leave

We recognise that CGI Partners may face family and domestic violence that affects their attendance or performance at work. We are committed to providing



support to CGI Partners that experience family and domestic violence and we provide 5 days of paid leave per year, when needed.

## Defence Reservists

We recognise the special contribution of our CGI Partners to train and serve in the defence and protection of Australia and are committed to supporting CGI Partners who are part of the Australian Defence Force (ADF) Reserves, through special paid leave of up to 10 days per year.



# Recognition Programs

One of CGI's key leadership principles is for leaders to recognise the value of others and give credit for their team members' accomplishments. We celebrate and reward the contributions of our colleagues through a variety of programs.

- **APPLAUD** is our peer-to-peer e-recognition platform, where you can say thanks to your team members with management visibility.
- **The CGI Partner Recognition** tool is used when a CGI Partner goes above and beyond. After a nomination has been made and approved by the BU Leader through this tool, the CGI Partner will receive a gift.
- **Standing Ovation Awards** are presented by Sector Leads to a small number of people throughout the year. Recipients are given a selection of awards to choose from, and go into the draw across UK North & Australia to win a business trip for 2 to the other country in the Business Unit.

## Tenure Awards Program

At CGI we have a very high number of long-standing CGI Partners, who have worked for CGI for 10, 20, 30 and even 40 years! Their contribution to the company is recognised and rewarded through our tenure awards program.

After 5 years working with CGI, you receive your first milestone pin and lanyard and the option to expense a meal with your family or friends.



At 10 years (and each 5-year milestone thereafter) you receive a new lanyard, a gift voucher and money to expense a meal with your family or friends.

## CGI Partner Referral Incentive Program

CGI's Global CGI Partner Referral Program gives you the opportunity to identify, attract and recommend qualified candidates who will contribute to building successful teams that have an impact on CGI's growth.

Where most referral programs will only offer a bonus when a referral is successfully employed, we will pay you a bonus for identifying qualified candidates for Australian vacancies (even if they are not hired).

The CGI Partner referral bonus starts from when you sign the employment contract. No need to wait until your first day with CGI.



# Career Development Programs

As a talent-focused business, CGI fosters a culture where learning is embedded in our daily lives. We provide valuable learning opportunities to all CGI Partners.

## CGI Academia

CGI Academia is CGI's global, on-demand e-learning platform. In an IT Consulting & Services company such as ours, it's not always easy to schedule time off from client engagements to take formal training. This is why CGI provides every CGI Partner with access to on-demand learning resources that are available wherever and whenever it's most convenient for you, even from your mobile device.

Academia contains thousands of learning resources that cover a wide range of technical and business skills. It offers courses and playlists, online books and videos. It also includes learning paths for some of the most sought-after certifications in our industry such as ITIL, CompTIA, and PMI. These paths include test prep exams and even live mentoring!

## External Training Alliances

CGI partners with several external training providers supplying access to a wide variety of technical and non-technical courses and certifications.



## CGI 101 & CGI Engagement

CGI 101 & CGI Engagements are two Key Manager Training Programs, aimed to enhance managers' leadership abilities.

# Social Club

CGI encourages CGI Partners to get together to build relationships through social clubs. These clubs receive financial support from CGI and organise a wide range of social activities for CGI Partners, including family activities. Previous events in Australia have included bowling, bake-offs, go-karting, pub trivia and more.

# Salary Sacrifice / Salary Packaging

## Tools of Trade

CGI Partners have the option to salary sacrifice work related items such as a portable electronic device, an item of computer software and other tools of trade.

## Superannuation

CGI Partners may choose to contribute additional superannuation through a salary sacrifice arrangement.

## Novated Car Leasing

All permanent CGI Partners are eligible to have a novated car lease. CGI offers several motor vehicle leasing options.

# Corporate Discounts

## HSBC

As a Partner of HSBC's Employee Banking solutions, our CGI Partners receive special offers and packages which are not available to the general public. Benefits are available across home loans, personal banking and credit cards.

## Microsoft Home Use Program

CGI Partners can participate in the Home Users program, which enables you to get a discounted licensed copy of most Microsoft Office desktop applications to install on your home computer.

## Specsavers

Specsavers Corporate Club offers CGI Partners and their families discounts against products and services to help take care of their eyes.

## Dell

As a CGI preferred supplier Dell also offers special discounts to CGI Partners.

## MLC Member Rewards

MLC provides access to discounted gift card offers from hundreds of leading brands across Food & Dining, Entertainment, Travel.





## 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.

Learn more at [cgi.com.au](https://cgi.com.au)

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