

CGI UK Ethnicity Pay Gap Report 2024

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, Equity & Inclusion (DE&I) performance**, and taking action where necessary underpins this.

I'm pleased to share CGI's fourth Ethnicity Pay Gap and representation report. We remain committed to creating an environment where everyone in our team has equal opportunities to thrive. This report explores the representation and pay of colleagues from ethnic minority backgrounds compared to those from white backgrounds.

This year's report highlights that our level of ethnic minority representation continues to be closely aligned with the UK census – a reflection of our work towards building an even more inclusive workplace for all CGI Partners.



Tara McGeehan

President, CGI UK & Australia

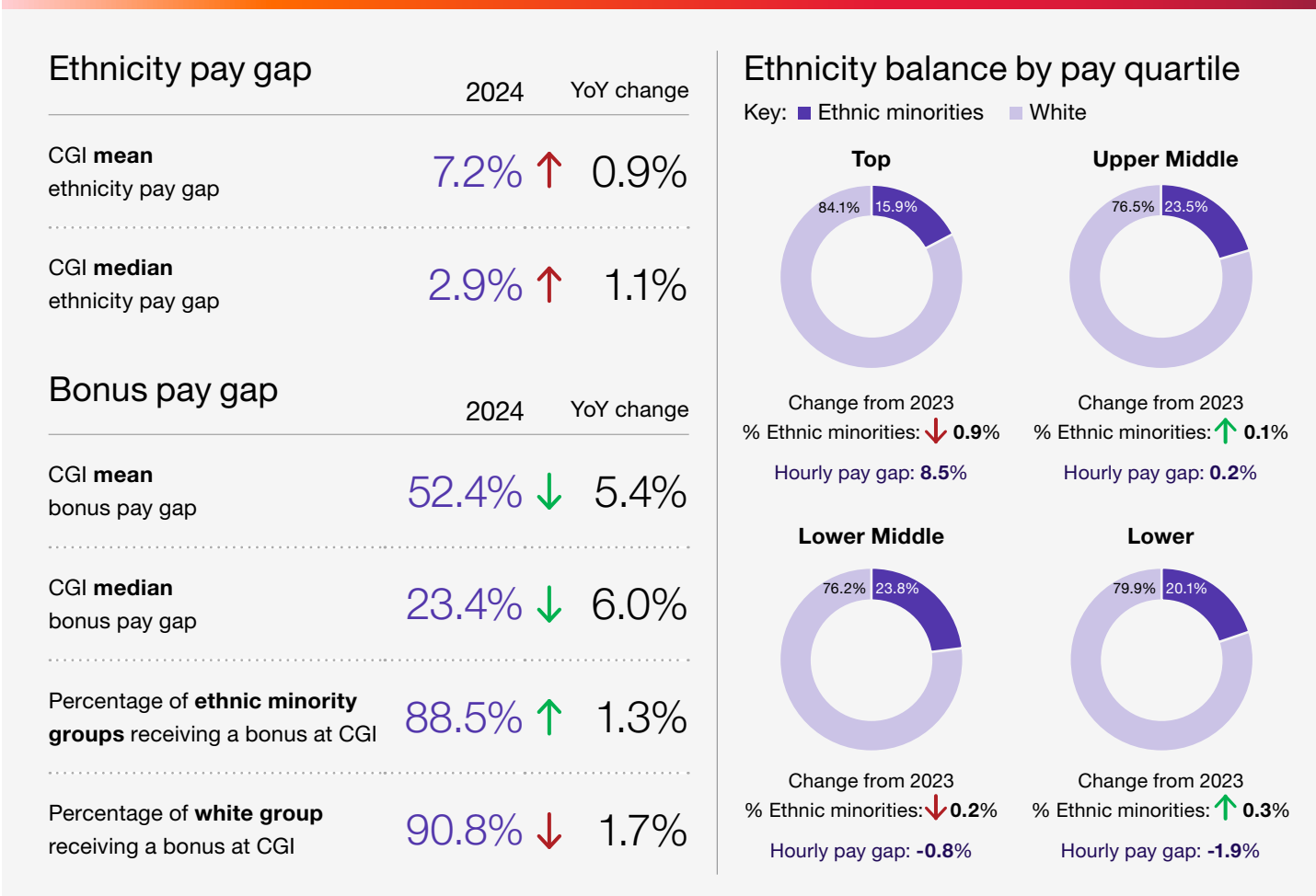
*As a company with a unique ownership culture, we call our employees 'CGI Partners' as the majority are shareholders in our company.

Ethnicity Pay Gap report

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

This year we have seen a slight widening of the pay gap figures. The **mean gap widened by 0.9% from 6.3% to 7.2%**, while the **median pay gap rose to 2.9% from 1.8%**. The pay quartile analysis shows that the largest representation of ethnic minority CGI Partners is in the middle two quartiles. The top pay quartile remains the quartile with lowest ethnic minority representation, and this number fell in comparison to the year before.

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

	2024		2023		2021 Census data
Ethnicity representation	#	%	#	%	(Eng & Wales) %
Ethnic minority groups	1,172	18.2%	1,177	18.2%	18.3%
White	4,446	69.1%	4,366	67.5%	81.7%
Prefer not to say	225	3.5%	259	4.0%	
Unknown	592	9.2%	665	10.3%	
Grand total	6,435		6,467		

	2024		2023		2021 Census data
Ethnicity representation by group	#	%	#	%	(Eng & Wales) %
Any other ethnic group	49	0.8%	46	0.7%	2.1%
Asian/ Asian British	837	13.0%	845	13.1%	9.3%
Black/ African/ Caribbean/ Black British	177	2.8%	181	2.8%	4.0%
Mixed/ multiple	109	1.7%	105	1.6%	2.9%
White	4,446	69.1%	4,366	67.5%	81.7%
Prefer not to say	225	3.5%	259	4.0%	
Unknown	592	9.2%	665	10.3%	
Grand total	6,435		6,467		

Getting behind the numbers



At CGI we have been recording the ethnic category of those that wish to share their information since 2020. During that period, we are pleased to have seen a gradual reduction the number of CGI Partners that have yet to record their ethnic group, or have selected ‘prefer not to say’.

This means that our data continues to improve which supports more accurate reporting. We continue to encourage CGI Partners to disclose this information.

Looking at our numbers this year, a comparison to 2021 Census data shows close alignment overall to the representation of those from an ethnic minority background.

The representation by each minority ethnic group has remained quite similar to last year, with those of an Asian/Asian British background continuing to be the most represented.

What we are doing

At CGI, we're continuing to grow and shape our Diversity, Equity & Inclusion (DE&I) approach, with a focus on creating an [unconditionally inclusive](#) environment where everyone feels valued and has equal access to opportunities.

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.

A key part of this journey is celebrating the different backgrounds and cultures that make up our workforce. Through events and initiatives that spotlight cultural heritage, we aim to foster a sense of belonging and encourage CGI Partners to be their authentic selves.

Our Race, Ethnicity and Cultural Heritage (REACH) Network plays a leading role in this, delivering both virtual and local activities that highlight CGI's cultural diversity and help bring teams together through shared experiences.



This reporting year, we carried the momentum forward with a number of initiatives. **Here's a taste of what we got up to:**

REACH Network relaunch: Our BAME Network rebranded to the Race, Ethnicity, and Cultural Heritage (REACH) Network. This change reflects a commitment to precise terminology and addressing unique challenges faced by individual ethnic groups. CGI Partners gathered in our offices to celebrate the re-launch, sharing food and networking.

Celebrating Eid: To celebrate the end of Ramadan, CGI Partners organised Eid lunches in a number of our offices. The events fostered connections among colleagues and provided opportunities to learn about Islamic culture and traditions.

Celebrating Diwali: CGI Partners in our offices gathered to celebrate Diwali, the Festival of Lights, highlighting the importance of cultural events in bringing communities together.



Celebrating REACH Network relaunch and Diwali in Leicester



London Black Business Show

Celebrating Black LGBT+ heroes: Our REACH Network collaborated with our LGBT+ Network to host a Valentine's Day-inspired quiz, which recognised Black LGBT+ changemakers throughout history.

London Black Business Show: CGI exhibited at the London Black Business Show for the first time, highlighting our drive to improve inclusivity and represent the communities we serve.

Race At Work Charter lunch & learn: We hosted a session explaining CGI's commitment to the Race At Work Charter and its significance for CGI Partners and our business.

Black History Month lunch & learn: To mark Black History Month, our REACH Network hosted a session themed 'Saluting our Sisters', celebrating the achievements and contributions of Black women throughout history and within our communities.

Networks desk calendar: Our 2024 desk calendar showcased recipes contributed by each of our 11 DE&I Networks, including REACH, celebrating the rich culinary traditions and cultural heritage of CGI's diverse workforce.



We are **#UnconditionallyInclusive**

We promote allyship through lunch and learn sessions like ‘From Bystander to Upstander’, sharing practical ways to take an active role in **creating a more inclusive workplace.**

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

Our commitment to inclusion was recognised this year across several awards:

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

Our No Holding Back campaign won '**Best DE&I initiative**' at the Internal Communications and Engagement Awards 2024.

We earned the **Sunday Times Best Places to Work 2024 award** in the 'Very Large Company' category, plus 'Highly Commended' in the employee wellbeing and LGBTQIA+ employee categories.

We were recognised in the '**Best Diversity and Inclusion Strategy**' category at the Target Jobs, National Graduate Recruitment Awards 2024.

We sponsored the Best Cyber Company for Diversity Award at the **Cyber Diversity Awards 2024**, hosted by the Ethnic Minority in Cyber (EMiC) Network.



Looking forward

CGI will continue to maintain focus on DE&I awareness, inclusivity and representation across the organisation in collaboration with our networks. **We are committed to building a workplace where colleagues from all ethnic backgrounds can thrive.**

To support this, we will:

- Promote our inclusive recruitment practices to attract talent from underrepresented communities and ethnicities, as well as early careers professionals.
- Highlight the contributions of CGI Partners from diverse backgrounds and use inclusive language in job adverts.
- Increase visibility of our promotions process to encourage and support career growth for CGI Partners at all levels of the organisation.
- Upgrade our mentoring platform to improve access to support and better understand CGI Partner experiences.
- Continue to review and update our policies, ensuring they reflect our values and meet the evolving needs of our workplace.

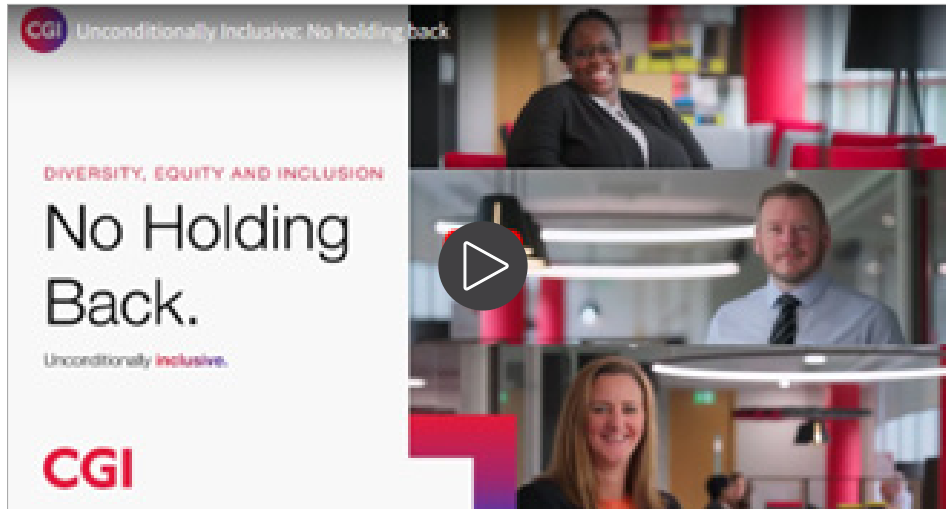


Our networks

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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