**FY 2025**

# Social Value and Impact Report

CGI IT UK Ltd



# Foreword

Turning responsible business commitments into measurable outcomes for people, communities, clients, suppliers and the environment.

### President, United Kingdom and Australia Operations

Social value is strongest when it is part of how a business operates, not an activity that sits alongside it. During FY2025, CGI in the UK continued to connect technology, employment, skills, inclusion, community partnerships and environmental responsibility with the outcomes that matter to our clients and the places in which we work.

Our role as a major technology and business services organisation gives us both an opportunity and a responsibility: to deliver excellent services while creating wider value through the way we recruit, develop skills, engage suppliers, support communities and design solutions. This report brings those strands together and shows how social value is being embedded from strategy and bids through to contract delivery and impact reporting.

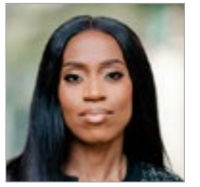
### Chief Sustainability Officer, UK

FY2025 was about moving from commitments to evidence. Our social value strategy takes a broad view of impact: the positive environmental and social value we create for CGI Partners, communities and our supply chain, while helping clients turn public-policy and sustainability ambitions into practical delivery.

The year demonstrates the importance of partnership. From the Sustainability Careers Expo and inclusive recruitment, to digital inclusion, community volunteering, supplier engagement and climate action, our strongest outcomes come when CGI combines its people, technology and delivery capability with organisations that understand local need. The next phase is to strengthen outcome measurement further so that commitments, evidence, learning and accountability are connected end to end.



**Tara McGeehan**
President,
United Kingdom
and Australia
Operations



**Mattie Yeta**
Chief Sustainability
Officer, UK

# Executive summary

CGI's UK Social Value Strategy defines social value as the positive environmental and social impact created for people in the organisation, the communities in which CGI operates and the supply chain, with the aim of leaving communities and the environment in a better place for future generations. The strategy links technology, CGI Partners and collaboration, and aligns delivery with the UN Sustainable Development Goals and recognised social-value frameworks.

**300+**

grassroots clubs and groups supported through CGI's community sponsorship approach
grassroots clubs and groups supported through CGI's community sponsorship approach

**60+**

**employers and education providers engaged through the Expo employers and education providers engaged through the Expo**

**5,600+**

**students reached by the Sustainability Careers Expo across London and Manchester by mid-2025**

**FY2025 evidence shows social value operating at several levels:** corporate strategy and governance; public-sector contract delivery; inclusive employment and skills; community and digital inclusion; environmental and sustainability action; supplier responsibility; and measurement and assurance. Key examples include the CGI-PeoplePlus partnership on social recruitment, the Niacro programme linked to the Northern Ireland Courts and Tribunal Service transformation, expansion of the Sustainability Careers Expo to Manchester, and continued alignment of public-sector delivery with the UK Government Social Value Model.

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# Our social value strategy and definition

CGI's UK strategy deliberately uses a modern definition of social value that extends beyond philanthropy. It connects environmental and social outcomes with business operations, client delivery and the supply chain.

This means social value can be created through employment and skills, inclusion, community investment, environmental improvement, responsible procurement, digital access and the design of technology-enabled solutions.

The strategy's process model moves from framework and evidence to evaluation and reporting. CGI's published strategy references the Social Value Quality Mark, National TOMs, the UN Sustainable Development Goals, HM Green Book and other standards, with monetary and non-monetary proxy values used where appropriate. The practical implication is that social value should be traceable: a commitment should have an owner, a delivery mechanism, evidence, an outcome and a route back into corporate reporting.

| Strategic dimension | What it means in practice | FY25 Example Evidence |
|---|---|---|
| **People and opportunity** | Skills, early careers, employability, inclusion and wellbeing | Sustainability Careers Expo; PeoplePlus partnership; accessible employment pathways |
| **Communities** | Place-based partnerships, volunteering, digital inclusion and local sponsorship | Programmes; community sponsorship; CGI Partner volunteering |
| **Environment** | Climate action, green skills, biodiversity and sustainable technology | Green careers education; environmental programmes; science-based climate action |
| **Supply chain** | Responsible procurement, human rights, supplier engagement and transparency | Supplier accountability; modern slavery governance; social-value expectations |
| **Clients and contracts** | Embed commitments from bid through delivery, evidence and reporting | UK public-sector Social Value Model alignment and contract-specific programmes |
| **Technology for good** | Use digital capability to widen access and solve social/environmental challenges | Digital skills, STEM, sustainability innovation and data-enabled impact |

# Governance, accountability and delivery model

The UK approach connects executive leadership with specialist sustainability and social-value working groups and with business-unit and contract delivery. This enables corporate commitments to inform bids and delivery plans while contract evidence can be escalated back into organisational reporting.

| Level | Core role | Accountability |
|---|---|---|
| **Executive / Board** | Set direction, approve material commitments and oversee performance | President, UK leadership, Chief Sustainability Officer |
| **Corporate social value** | Own strategy, frameworks, methodology and enterprise reporting | Social Value / Sustainability teams and working groups |
| **Bid and commercial** | Translate strategy into credible, proportionate commitments | Bid, commercial, procurement and client teams |
| **Contract / programme** | Deliver commitments with local partners and collect evidence | Account leads, project teams, community and partner organisations |
| **Assurance and learning** | Validate evidence, identify gaps, improve future commitments | Governance, audit, sustainability and responsible procurement functions |



For government work, CGI states that social value is integrated from design through delivery and aligned with the UK Government Social Value Model. This is important because social value is not simply a corporate narrative: commitments made in procurement need to remain visible during mobilisation, delivery, measurement and client reporting.


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  - Social Sustainability Working Group
  - Social Value Working Group
  - Operational and Strategic Planning Sustainability Working Group
  - Sustainability Communication Working Group
  - Sustainability client working group

# FY2025 impact framework

| Outcome area | FY2025 focus | Evidence / indicator |
|---|---|---|
| **Skills and education** | Green skills, STEM, employability and careers inspiration | Sustainability Careers Expo; STEM@CGI |
| **Employment and inclusion** | Reduce barriers to work and strengthen social recruitment | PeoplePlus; apprenticeships, internships and inclusive pathways |
| **Digital inclusion** | Support people at risk of exclusion from digital services and work | CGI laptop/donation programme; Niacro partnership in Northern Ireland |
| **Community resilience** | Volunteering, mentoring, local sponsorship and community action | Volunteer day; grassroots clubs/ groups; mentoring |
| **Environmental value** | Climate action and sustainability education | Green careers, carbon reduction and environmental programmes |
| **Responsible supply chain** | Human rights, modern slavery risk and supplier engagement | Supplier governance, due diligence and corrective-action approach |
| **Client / public value** | Connect contract delivery with wider outcomes | Social Value Model-aligned public-sector delivery |



# Skills, education and future talent

### Case study: Sustainability Careers Expo

Launched in 2022, the Sustainability Careers Expo was designed to make the green economy tangible for young people. During FY2025 the programme expanded beyond London, with a Manchester edition at the Etihad Stadium on 8 May 2025. The event combined sustainability with sport, health and wellbeing and brought employers, education providers and community partners into one environment where students could explore future careers through workshops, panels and immersive technology.

**5,600+**

**young people reached across London and Manchester by the 2025**

**60+**

**employers and education providers involved**

**2**

2025 Corporate Engagement Awards categories in which the programme was shortlisted and won the 2025 National Sustainability Corporate Awards



“The Expo is strategically important because it links climate education to employability. Rather than presenting sustainability only as an environmental topic, it demonstrates career pathways across technology, healthcare, construction, sport and other sectors. This supports both social mobility and the development of the green-skills pipeline.”

from **Tara McGeehan**

## STEM and mentoring

CGI’s wider STEM approach complements the Expo through STEM Camps, STEM from Home, employability support and mentoring. These programmes provide routes for CGI Partners to share professional skills with young people and connect education with the realities of digital work. The model is particularly relevant to social value because it combines employee volunteering with long-term workforce development.

# Inclusive employment and economic opportunity

**CGI and PeoplePlus**

In March 2025, CGI highlighted its partnership with PeoplePlus as a route to more inclusive employment. The partnership gives CGI access to social-recruitment expertise and a network of more than 400 organisations including charities, social enterprises and education providers.

The objective is to reduce barriers, improve access to skills and sustainable employment, and strengthen the diversity and resilience of the workforce.

CGI's social-value approach also describes accessible routes into work including paid internships and apprenticeships, with targeted outreach to women, ethnic minorities, disabled people, former service personnel and people from lower socio-economic backgrounds. The value of this approach is both social and economic: it expands opportunity while helping address skills shortages.



# Communities, volunteering and digital inclusion

**Case study: Niacro and digital inclusion in Northern Ireland**

On 10 February 2025 CGI announced a partnership with Niacro, a Northern Ireland charity focused on reducing crime and its impact on people and communities. The social-value programme forms part of CGI's 20-year Themis digital-transformation contract with the Northern Ireland Courts and Tribunal Service.

The programme is designed to help vulnerable and marginalised citizens overcome digital barriers through digital skills, mentoring and job-preparation activity. Publicly described initiatives include paid employment opportunities, IT equipment and an IT skills hub. The case study demonstrates a place-based model in which social value is connected directly to the context of a major public-service contract.

**Community sponsorship and volunteering**

CGI's community model combines national programmes with locally nominated activity. CGI has supported more than 300 grassroots clubs and groups have received sponsorship support over the latest reported year, while CGI Partners are encouraged to use one volunteering day each year to support local initiatives or charities. This gives community investment a distributed model: local people help identify local needs, while corporate structures provide time, sponsorship and governance.

Dream Connectors adds a technology-for-good dimension by inviting CGI Partners to propose community projects that can be supported through funding, technology and volunteering. This creates a route for employee ideas to become structured social-impact interventions.








# Social value through public-sector delivery

CGI embedded social value across public-sector engagements rather than treated as an activity after contract award. The published UK public-sector approach aligns delivery with the Government Social Value Model and focuses on communities, skills, local economic growth, sustainability, equal opportunity and wellbeing.

| Public-value theme | How CGI can create value alongside digital delivery |
|---|---|
| Economic opportunity | Regional jobs, apprenticeships, internships, employability and local skills |
| Skills and productivity | Digital skills, STEM, mentoring and career pathways |
| Equal opportunity | Accessible recruitment, disability inclusion and outreach to underrepresented groups |
| Wellbeing | Support for physical and mental wellbeing in the workforce and communities |
| Environment | Carbon reduction, sustainable technology, green skills and environmental action |
| Community resilience | Partnerships with charities, schools, community groups and local delivery organisations |

The Niacro programme is a strong FY2025 example of this approach: a social-value delivery plan is connected to a long-term digital transformation contract, local need is addressed through a specialist community partner, and the programme includes monitoring of impact.



# Environment and climate as social value

CGI's definition of social value explicitly includes environmental impact. This matters because value is increasingly shaped by the interaction between climate, health, skills, economic resilience and place. CGI's UK sustainability programme therefore contributes to social value through operational decarbonisation, environmental education, green skills, biodiversity action and technology-enabled solutions for clients.

CGI boosted volunteer participation in 2025 through our tree planting initiative, which resulted in the planting of nearly 6000 trees. CGI in the UK continues to invest in nature through our Earth Observation technical capabilities.



# Supply chain, human rights and responsible procurement

Responsible procurement is a core part of social value because positive community outcomes cannot be separated from the way goods and services are sourced. CGI's strategy states that suppliers should be held accountable for meaningful improvements, while its modern-slavery work strengthens due diligence, supplier engagement and risk identification. Further details on our approach can be found within our Modern Slavery Statement for 2025.

During the period, CGI continued work on a collaborative trust framework intended to strengthen collective responsibility between CGI, its Partners and suppliers. The approach uses supplier engagement, ethical-business forums, risk mapping and corrective action to build capacity and improve accountability. Critical-minerals mapping also provides a route to understand geographic social and environmental risks deeper in technology supply chains.



# CGI Partners, inclusion and wellbeing

CGI's inclusion and wellbeing model begins inside the organisation as well as in communities. CGI connects responsible business with the wellbeing of CGI Partners and an inclusive workplace. CGI also commits to disability inclusion and accesible routes into employment as evidenced through the Gender pay report.

In FY2025, our leadership communications continued to emphasise inclusion as an active practice rather than a statement of intent. This is relevant to impact because the quality of employment, access to progression, wellbeing and representation influence the social value created by a major employer as directly as external community programmes.



# Building trust through partnerships

| Partner / stakeholder | FY2025 relationship or contribution | Social-value outcome |
|---|---|---|
| **PeoplePlus** | Social recruitment expertise and access to a 400+ organisation network | Inclusive employment, skills and sustainable careers |
| **Niacro** | Community partner within the NICTS Themis programme | Digital inclusion, mentoring, job preparation and opportunity |
| **Love of the Game and Bupa** | Headline partners for Manchester Sustainability & Sport Careers Expo | Careers inspiration, sustainability, sport, health and wellbeing |
| **Salford Foundation / Manchester City Council / Manchester Careers Hub** | Regional support for the Manchester Expo | Place-based access for schools and young people |
| **Schools and education providers** | Participation in STEM, careers and employability programmes | Skills, confidence and future pathways |
| **UK public-sector clients** | Contract context and mission outcomes | Social value embedded alongside critical digital services |
| **Community groups and charities** | Local delivery, volunteering and sponsorship | Community wellbeing and local resilience |
| **Suppliers** | Engagement, due diligence and corrective action | Responsible supply chain and human-rights improvement |
| **United Nations / SDG frameworks** | Strategic alignment through CGI sustainability commitments | Connection between local delivery and global sustainable-development goals |

# Measurement, evidence and assurance

CGI's published strategy identifies both monetary and non-monetary evaluation. This is important because not every meaningful outcome should be reduced to a financial proxy, while procurement commitments still require consistent evidence. A mature model therefore needs both quantitative measures and qualitative outcome evidence.

**1,400+**

Kits donated to communities

**8,268+**

Community volunteering hours to support several initiatives

**9,100+**

Beneficiaries supported through CGI's community sponsorship approach

| Measurement layer | Examples | Evidence |
|---|---|---|
| PeoplePlus | Funding, volunteer time, partner resources and access to a 400+ organisation network | Timesheets, invoices, sponsorship records |
| Activities | Workshops, mentoring, training, outreach | Attendance, delivery logs, partner confirmation |
| Outputs | People reached, sessions delivered, equipment provided | Verified counts and beneficiary records |
| Outcomes | Skills gained, employment progression, improved access or wellbeing | Follow-up surveys, qualifications, job outcomes, case studies |
| Impact | Sustained change attributable in part to the intervention | Longitudinal evidence, independent validation, counterfactual where proportionate |
| Value | Monetary proxy where appropriate | Connection between local delivery and global sustainable-development goals |

| Outcome | Outcome | Outcome | Outcome |
|---|---|---|---|
| IT/technology kits donated | 1,400 | £500 per kit | £700,000 |
| Students supported through work program | 5,600 | £1,000 per student | £5,600,000 |
| Grassroots organisations supported | 300 | £2,000 per organisation | £600,000 |
| Private-sector companies engaged | 60 | £1,500 per organisation | £90,000 |
| Volunteering/community hours | 8,268 | £20/hour | £165,360 |
| Grassroots organisations supported | 9,100 | £250 per beneficiary | £2,275,000 |
| **Total indicative social value** | | | **£9,430,360** |

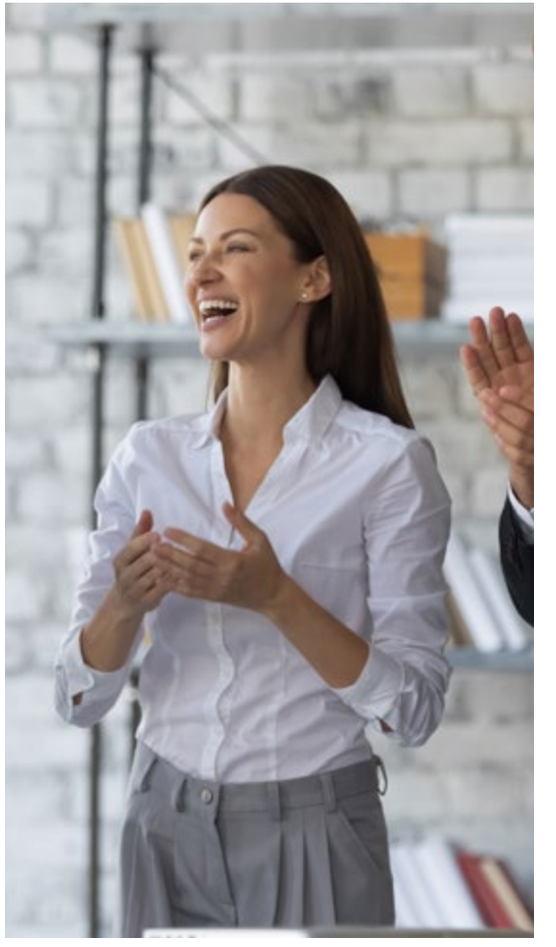
For FY2026, the strongest opportunity is to make the evidence chain consistent across corporate programmes and contracts: define the baseline before delivery, distinguish outputs from outcomes, record beneficiary characteristics only where lawful and proportionate, capture partner validation, and avoid aggregating monetary values where methodologies differ.



# Awards and recognition

### Recognition within the FY2025 reporting period

| Recognition | FY2025 status | Why it matters |
|---|---|---|
| **Corporate Engagement Awards 2025** | Silver – Best Environmental or Sustainable Programme; Highly Commended – Best Educational Programme, for CGI with Love of the Game and Bupa | External recognition of the Sustainability Careers Expo's environmental and educational impact |
| **Social Value Quality Mark** | Silver accreditation carried into FY2025 | Provides an external framework for measuring and improving social value across the business |

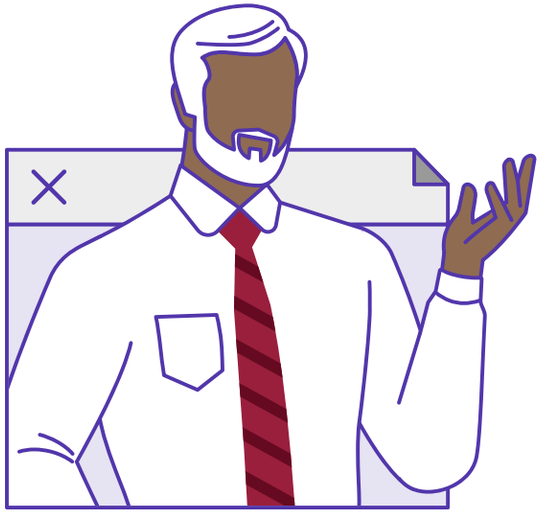


The Corporate Engagement Awards ceremony took place on 17 September 2025, placing this recognition inside the FY2025 reporting boundary. The award is especially relevant because it recognises a programme that deliberately integrates environmental education, careers and partnership.

### Post-period recognition of FY2025 work

Two further awards were announced after 30 September 2025 and are therefore not counted as FY2025 awards. They are included here as subsequent recognition of work connected to the period: CGI IT UK won the National Sustainability Awards 2025 Education, Training and Communication Award, and CGI IT UK later won the Reuters Global Sustainability Awards 2025 Sustainability Reporting Excellence Award for its TNFD reporting. Keeping these separate preserves the integrity of the reporting boundary.

# Priorities for FY2026



| Priority | Next step |
|---|---|
| Outcome measurement | Move from activity counts toward verified outcomes and longer-term impact where proportionate |
| Contract integration | Strengthen the line of sight from bid commitment to mobilisation, delivery, evidence and client reporting |
| Local needs | Use place-based data and partner insight to tailor programmes to local priorities |
| Inclusive employment | Scale social recruitment, apprenticeships, internships and targeted employability pathways |
| Digital inclusion | Build on contract-linked models such as Niacro and test replication in other regions |
| Skills and green careers | Continue scaling careers and STEM programmes while measuring progression beyond event attendance |
| Supply chain trust | Complete and operationalise trust/corrective-action mechanisms and strengthen supplier evidence |
| Assurance | Create a consistent evidence standard for corporate and contract-level social-value claims |

The strategic direction is clear: CGI can create greater impact by treating social value as a management system rather than a collection of initiatives. The strongest model links corporate priorities, local needs, contract commitments, delivery partners, measurable outcomes and transparent reporting in one continuous cycle.

# Expanded FY2025 case studies and partnership evidence

## Young people engaging with immersive technology at a CGI careers event.



# Inclusive employment and economic opportunity

**Case study 1 — Young Dreamers: turning client challenges into opportunity**

Young Dreamers is a practical expression of CGI's approach to social value: young people work on real STEM challenges, receive mentoring from CGI professionals and present solutions in a high-profile final. The programme was created to build sustained relationships with schools near CGI offices and clients while helping students understand the breadth of careers that STEM can unlock.

| | |
|---|---|
| **What CGI did** | In 2025 the programme operated across London, Newcastle, the Midlands and Telford. Government organisations provided real client briefs, while CGI volunteers supported innovation days and mentoring. The Newcastle final took place at St James' Park in March 2025, and the London final at Lord's Cricket Ground in May. Public CGI reporting states that, since launch in 2022, the programme has reached 4,000+ students, provided mentoring to 500+ finalists and mobilised 150+ CGI volunteers. Students reported a 17% increase in understanding of STEM careers, with more than half leaving with a clearer picture of their future. |
| **Social value created** | The programme develops teamwork, research, creativity and presentation skills while connecting underserved young people with employers and public-sector missions. Its partnership model also allows government clients to use authentic policy and service challenges as a route to social mobility and future skills. |
| **Why it matters** | The case demonstrates how CGI combines technology, professional skills and external partnerships to convert a corporate commitment into a practical outcome for people, communities or the supply chain. |



### Case study 2 — DE&I: inclusion as an employment and social-value outcome

DE&I is a global CGI strategy supported by an executive-sponsored committee, workforce analytics, action plans on representation, inclusive policy review, member networks and mandatory annual learning. This creates a governance structure that links inclusion with recruitment, progression, wellbeing and the quality of CGI's client delivery.

| | |
|---|---|
| **What CGI did** | The report identifies twelve member networks covering Disability, LGBT+, Neuroverse, Parental Support, Part Time, REACH (Ethnicity), Uniformed Services, Women, Young Professionals, Bereavement Support, Men's Health and Mental Health First Aid. It also describes structured promotion panels, targeted preparation and mentoring for underrepresented groups, and bias training for promotion-board members. CGI's 2025 Gender Pay Gap Report records a mean gender pay gap of 2.1% and a median of 6.5%, while recognising that further progress is required. |
| **Social value created** | The social-value benefit extends beyond representation. Inclusive employment broadens access to high-quality digital careers, supports retention and progression, and helps CGI bring a wider range of perspectives into technology and public-service delivery. |
| **Why it matters** | The case demonstrates how CGI combines technology, professional skills and external partnerships to convert a corporate commitment into a practical outcome for people, communities or the supply chain. |



### Case study 3 — Modern slavery: from compliance to supply-chain responsibility

Modern slavery is treated as a human-rights and supply-chain risk rather than only a statutory reporting requirement. CGI's UK policy recognises forced labour, servitude and human trafficking as risks that can occur across sectors and geographies and expects high standards from suppliers and other business partners.

| | |
|---|---|
| **What CGI did** | The Modern Slavery report records continuous improvement in identifying and managing modern-slavery risks and reports a 94% score in CGI's latest Modern Slavery Assessment Tool assessment via the Home Office Supplier Registration tool. CGI's 2025 Modern Slavery Statement and policy reinforce the need for supplier engagement, reporting, due diligence and escalation where concerns arise. The FY2025 direction of travel is toward deeper risk mapping across operations, recruitment, procurement, hardware and technology infrastructure, and outsourced/offshore services. |
| **Social value created** | This strengthens social value by protecting people deeper in the value chain, improving transparency and moving supplier relationships from transactional compliance toward shared responsibility, corrective action and demonstrable improvement. |
| **Why it matters** | The case demonstrates how CGI combines technology, professional skills and external partnerships to convert a corporate commitment into a practical outcome for people, communities or the supply chain. |



1

**Young Dreamers — FY2025 programme summary**

Young Dreamers grew from a school engagement programme into a multi-region collaboration model. CGI's public programme information states that cohorts are built around real challenges supplied by government clients, with students supported through innovation days, mentoring and finals. In Newcastle, participating schools included Kenton School, Walker Riverside Academy and Excelsior Academy, with challenges involving HMRC, DWP, CPS and Newcastle City Council. Telford joined in 2025 through Charlton School, with briefs from the CAA, HMRC, Ofqual and the Department for Education. London participants worked with briefs from HMCTS, Cafcass, the Ministry of Justice and Cabinet Office. This model is valuable because it creates a direct line between public-sector priorities, CGI expertise and youth opportunity.

2

**Modern slavery — FY2025 management summary**

For FY2025, the key management message is that modern-slavery risk is most material where CGI has less direct visibility: deeper tiers of hardware and electronics supply chains, labour-intensive subcontracting, recruitment channels and outsourced services. The appropriate control model combines policy, supplier standards, risk-based due diligence, geographic and category risk mapping, worker-rights awareness, escalation routes, corrective-action planning and audit or verification where risk justifies it. The objective is not simply to identify a concern, but to create a documented pathway from assessment to remediation and learning.

3

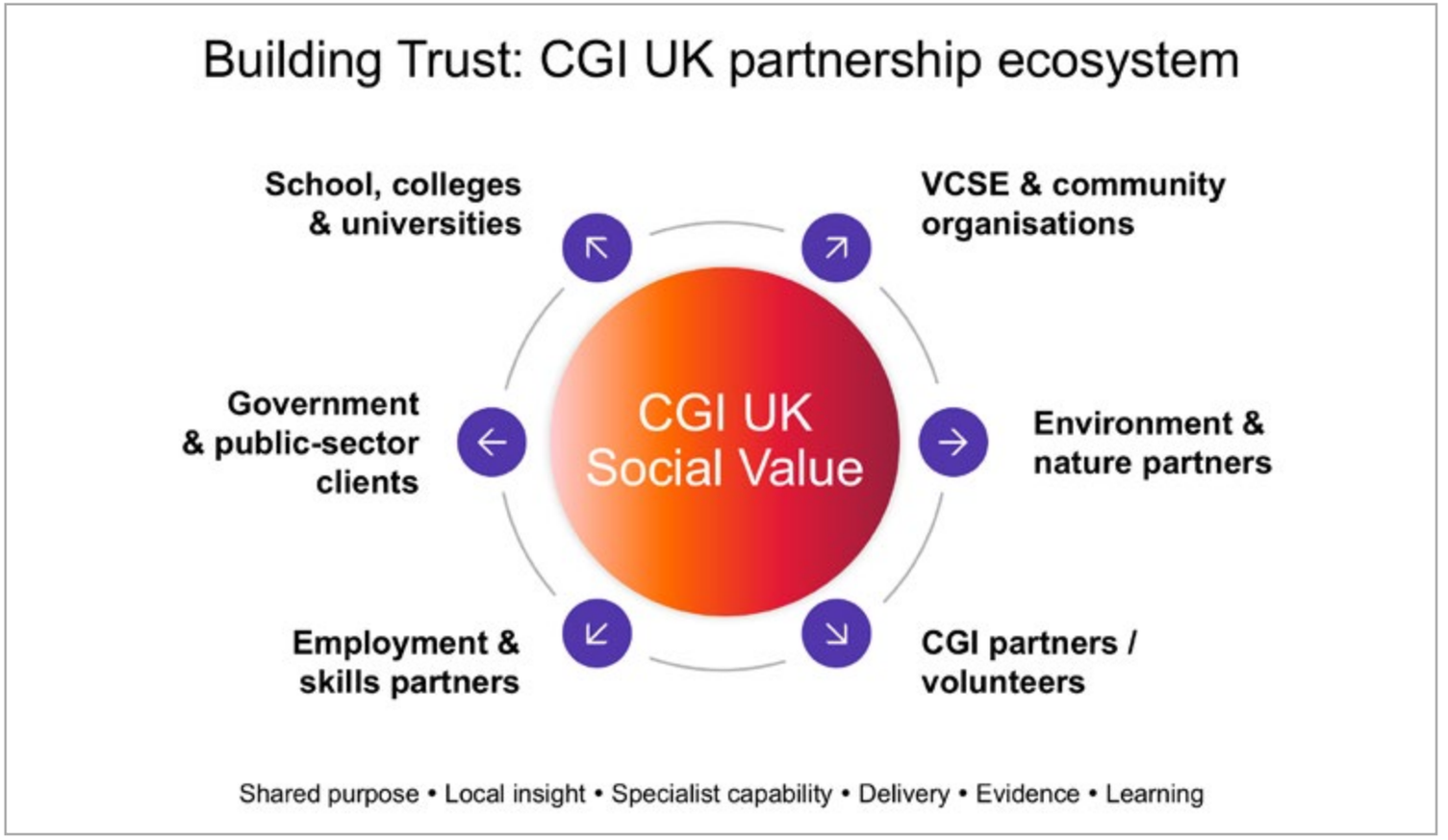
**DE&I — FY2025 case-study summary**

CGI's FY2025 inclusion activity demonstrates a multi-layered approach: leadership governance, member networks, workforce data, mandatory learning, inclusive promotion processes, disability support, early-career pathways and targeted partnerships. The attached report also highlights CGI's Disability Confident status, peer-to-peer disability support and the Uniformed Services Network. Together these initiatives show how DE&I can be treated as both an internal employment priority and a social-value outcome that improves access to technology careers and strengthens the diversity of teams delivering services to clients.

# Building Trust — partnership map and collaboration model

CGI's social-value model depends on partnership because the most durable outcomes require capabilities that no single organisation holds alone.

CGI contributes technology, professional expertise, volunteers, programme governance and access to client ecosystems; government and clients connect activity to public missions; schools and VCSE organisations provide local insight and beneficiary relationships; specialist partners bring employment, inclusion, environmental or community expertise. Trust is created when these roles are explicit, evidence is shared and partners remain involved beyond the initial commitment.



| Partner group | Examples | Contribution to shared impact |
|---|---|---|
| Government and public-sector clients | HMRC, DWP, Newcastle City Council, MoJ, HMCTS, Cafcass, Cabinet Office and others | Set real-world challenges, connect social value to public missions and provide routes to scale. |
| Employment and skills | PeoplePlus; Breakthrough; education and careers partners | Inclusive recruitment, employability, pre-apprenticeship support and pathways into sustainable work. |
| Schools and young people | Kenton, Walker Riverside, Excelsior, Oaks Park, Chadwell Heath, Abbs Cross, Charlton and other schools | STEM exposure, mentoring, essential skills and career aspiration. |
| Community and VCSE | Niacro, charities, grassroots clubs and community organisations | Digital inclusion, local delivery, mentoring, volunteering and place-based insight. |
| Environment and nature | Project Seagrass, Forest Carbon and environmental community partners | Biodiversity restoration, tree planting, environmental volunteering and technology for nature. |
| Corporate / programme partners | Love of the Game, Bupa and participating employers and education providers | Scale and diversity of expertise for the Sustainability Careers Expo and related programmes. |
| CGI Partners | Volunteers, mentors, technical experts, member networks and programme champions | Translate corporate commitments into direct community support and professional expertise. |

## Success through collaboration

CGI's FY2025 portfolio shows several recurring characteristics of successful collaboration. First, programmes are strongest when they respond to a defined need rather than beginning with a predetermined activity. Second, specialist partners provide credibility and reach: PeoplePlus supports inclusive employment, Niacro supports digitally excluded and marginalised communities, and environmental partners provide expertise that CGI does not seek to duplicate. Third, clients can become active contributors rather than passive recipients of social value, as shown by Young Dreamers client briefs and contract-linked community programmes. Finally, CGI Partners provide the human connection through mentoring, volunteering, technical expertise and professional networks.

## Collaboration outcomes to carry forward

For FY2026, CGI will continue to strengthen the partnership model by agreeing a small set of shared outcomes at the start of each collaboration, recording the contribution of each partner, capturing beneficiary feedback, and maintaining an evidence trail that links activity to contract and corporate commitments. This allows the Building Trust model to become a repeatable operating approach: shared need → co-design → delivery → evidence → corrective action and learning → scale.

## Partnership in action




Careers and immersive learning




Community and charity activity



Environmental volunteering




Community sport and local sponsorship




# 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-focused 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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