

CGI 2017 UK Gender Pay Gap Report



At CGI, we recognise the richness and significant benefits that diversity brings to a business. Very simply - we cannot be an effective, innovative or creative organisation if we don't bring together a broad range of perspectives and attitudes. We know that harnessing this diversity creates a more effective workplace for our members and, subsequently, produces positive results for our clients.

Our gender pay gap data is valuable in delivering greater transparency, helping us to understand why our business, and the wider technology industry, is missing out on female talent. We are also using this data to support our plans to attract, retain and develop a diverse and talented population.

While our UK gender pay gap is significantly better than the tech sector average (25%)¹, we acknowledge we have work to do and are committed to a stronger gender balance. We have already set in motion a number of initiatives to further close our gender pay gap and these form part of our Diversity & Inclusion Strategy.

Tara McGeehan - President, CGI UK

HEADLINE GENDER PAY FIGURES FOR CGI UK

The following charts show data as of the snapshot date of 5 April 2017.

CGI Mean Gender Pay Gap 12.78%

CGI Median Gender Pay Gap 17.03%

UK Average Gender Pay Gap	18.4%	Tech Sector Gender Pay Gap	25%
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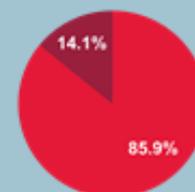
Mean Bonus Pay Gap	44.41%	Median Bonus Pay Gap	23.3%
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Percentage Receiving a Bonus	66% WOMEN	71% MEN
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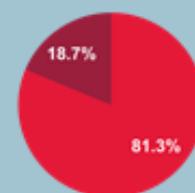


Proportion of male & female employees in each pay quartile
■ Men ■ Women

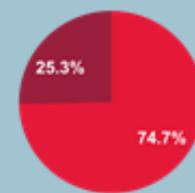
Top Quartile (pay gap -0.5%)



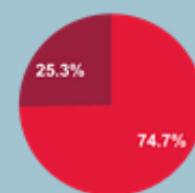
Upper Middle (pay gap 1.7%)



Lower Middle (pay gap 1.4%)



Lower Quartile (pay gap -3.4%)



¹ Source: Trailblazing Transparency: Mending the Gap, Government Equalities Office in partnership with Deloitte, Feb 2016

UNDERSTANDING CGI UK'S GENDER PAY GAP

We believe that a company culture that values the power of different opinions, perspectives and cultures will be successful in creating the highest performing teams, and by ensuring diversity in our workforce we reflect that of our clients and communities we serve. This focus on diversity and inclusion is integral to how we deliver value to our clients, develop our people and play a leadership role in our local communities.

Our mean gender pay gap of 12.78% is lower than the UK average mean gap of 18.4% and lower than the tech sector mean gap of 25%. The primary reason for CGI UK's gender pay gap is the disproportionate number of men to women across the organisation, especially in the top two quartiles. This is a trend which is shared with the key players in our industry.

CGI UK is committed to improving opportunity for women in the workplace and therefore we have also analysed individuals working within the same quartile. These more meaningful comparisons demonstrate that the CGI UK gender pay gap by quartile is significantly narrower when looking at similar groups. CGI takes equal pay very seriously. We are confident, from the regular analysis and monitoring, that we meet our equal pay obligations.

Our bonus pay gap is predominately due to the number of men in more senior roles (and thus in receipt of a higher bonus). Part-time roles across our business are mainly filled by women who receive a pro-rated bonus based on hours worked.

WORKING TO CLOSE THE GENDER PAY GAP

CGI UK is actively working to attract more women into the business and has implemented a number of initiatives to meet this objective, including:

- A focused programme **'Women of CGI'** to encourage networking and the sharing of ideas and experiences.
- Hosting a range of events as part of International Women's Day to celebrate women and support their careers at CGI.
- Offering women the opportunity to have a **"Future Focus"** session with a Senior Leader in our business allowing them to consider their profile within the business, to work through their aspirations, and think about their career plans.
- Running a pilot in Maternity Coaching to ensure women feel supported before, during and on return from maternity leave.
- Introducing our Women's Leadership Development Programme, launched in partnership with Chwarae Teg in April 2017.
- Reviewing recruitment processes to increase applications from women. This resulted in CGI being shortlisted for 'Best Diversity in Student Recruitment' in TARGETJobs 'National Graduate Recruitment Awards' 2017.
- The launch of **'Bring your Daughter to Work'** event to continue our drive to encourage girls into technology/STEM careers.
- Encouraging our members who are keen to support other women in CGI by way of coaching, mentoring or sponsorship relationships and



representing CGI at external events to attract more women into our industry.

- Actively encouraging women at CGI to participate in the annual 'FDM everywoman in Technology Awards'. We recently won the 2017 Rising Star award - for women aged under 26 who are excelling in a career in technology.

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.



Signed.....

Tara McGeehan
President, CGI UK



ABOUT CGI

Founded in 1976, CGI is one of the largest IT and business consulting services firms in the world.

Operating in hundreds of locations across the globe, CGI professionals help clients to achieve their goals, including becoming customer-centric digital organisations. We deliver an end-to-end portfolio of capabilities, from high-end IT and business consulting to systems integration, outsourcing services and intellectual property solutions that help accelerate clients' results.

CGI works with clients around the world through a unique client proximity model complemented by a global delivery center of excellence network to help clients accelerate results, transform their organisations and drive competitive advantage.

Website: www.cgi-group.co.uk