

# CGI Health and Wellness Policy

## INTRODUCTION

As an organization, we value our members and believe that their health and wellness are crucial to our success. The CGI Health and Wellness Policy was developed with this in mind. This policy applies to all CGI members—regardless of role, geographic location or line of business—and is designed to foster an enterprise culture of health and wellness.

## VISION

CGI is committed to strengthening the health and wellness of all members by encouraging the adoption of behaviors that foster the same.

## PURPOSE

This policy is intended to make our vision a reality and to provide a support structure that encourages health and wellness initiatives at a global, local and individual level. We recognize that, to achieve our stated vision, there must be shared accountability across CGI. Each of us, as members, is responsible for our own health and wellness and is in the best position to make choices based on our unique circumstances and needs.

## GUIDING PRINCIPLES

We make it a priority to support our members in terms of decisions that affect their health and wellness. To that end, we have established guiding principles to shape the development and maintenance of our health and wellness program.

**Engagement** – Our desire as a company is for everyone to share a common commitment to health and wellness and to strive to create a healthy environment in which we enjoy working together.

**Awareness** – By promoting health and wellness for all members, we encourage them to adopt healthier lifestyles and reap the rewards in their personal and professional lives.

**Smart investment** – We invest in initiatives and tools that truly target the health and wellness needs and interests of our members.

**Competitiveness** – Our health and wellness program is second to none and serves to solidify CGI's status as a health and wellness employer of choice.

We invite you to take an active role in your health and wellness!

## POLICY OWNER

Executive Vice-President, Human Resources and Strategic Planning

## EFFECTIVE DATE

October 1st, 2011

## APPROVING AUTHORITY

President and Chief Executive Officer