

The 10 principles of the UN Global Compact

Respect and corporate social responsibility are two of CGI's core values. Thus, we continue to be committed to unyielding integrity and high standards of business conduct in everything we do. Incidentally, CGI's ethical commitments align with the United Nations (UN) Global Compact's 10 principles as described below.

Human Rights

- 1 CGI is committed to comply, not merely with the letter, but also with the spirit of the law, to support and respect the protection of nationally and internationally proclaimed human rights and to refrain from being complicit in human rights abuses. This includes, but is not limited to, the right to life, security and equality and to personal, economic, cultural and social freedoms.
- 2 CGI's Code of Ethics and Business Conduct, along with our corporate governance practices, guide our decision-making to ensure we live up to our core values and are open, transparent and accountable in our interactions with all of our stakeholders. Our Code of Ethics emphasizes the importance of conducting business ethically and avoiding complicity in human rights abuses.

Labour

- 3 The quality of the relationship between management and members within CGI is a cornerstone of our corporate culture. We are committed to seeking the best equilibrium among the legitimate interest of our three stakeholders (our members, our clients and our shareholders). This greatly contributes to employment conditions that foster mutual trust between management and employees. CGI recognizes and respects the right of members to freely join worker organizations of their choosing and enter into valid collective bargaining associations as permitted by law.
- 4 Prohibited by law and universally condemned, forced and compulsory labour is against our business philosophy and the CGI dream; CGI is committed to avoiding all forms of such labour.
- 5 CGI is committed to comply with applicable child labour laws, including but not limited to those relating to minimum age limits, working hour limits, prohibitions of certain types of work and regulations on legitimate workplace apprenticeship. As a global company, we recognize the richness that diversity brings to our company and welcome this diversity while embracing the overall CGI business culture.
- 6 Consequently, CGI considers that every person has the right to equal treatment with respect to employment and the right to be free of discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion, sex, sexual orientation, age, pregnancy, record of offences, marital status, social conditions, political beliefs, language, veteran status (U.S. only), family status, disability or means used to overcome a disability.

Environment

- 7 As a high-growth company, CGI understands that growth must not come at the expense of the communities where we do business or of the environment in general. This is why CGI is committed to contributing to the protection of the environment through responsible and environmentally oriented operating practices.
- 8 CGI is continuously undertaking global as well as grassroots initiatives to promote greater environmental responsibility and is harnessing technology to reduce depletion of natural resources and degradation of the environment. Moreover, we measure our impact and report it annually in our CSR report against various economic, environmental and social indicators. Additionally, we also encourage our suppliers to adopt environmental friendly practices, thus extending our influence across the supply chain.
- 9 CGI is committed to protecting the environment by combining our indepth knowledge, leading IT solutions and end-to-end service offerings to help our clients successfully manage sustainability challenges and opportunities. Through our offerings, we help clients reduce their environmental impact and energy costs while improving their regulatory compliance programs and the well-being of their employees, citizens and customers.

Anti-corruption

- 10 As stated in our Code of Ethics and Business Conduct, CGI is committed to conducting its activities free from the illegal and improper influence of bribery and to ensuring compliance with all anti-bribery and anti-corruption laws and regulations that may be applicable to our business worldwide.

