

CGI 2020 UK Gender Pay Gap Report



Seeking diversity and ensuring equality in all forms throughout our business has never been more important and, at CGI, we are more committed than ever in our desire to be a fully inclusive business.



We are very pleased to report good progress in our gender pay gap results in 2020 with improvement in all of the key measures. Our headline pay gap figures as at April 2020 for CGI IT UK Limited for both the mean and median values reduced to 9.3% and 12.4% respectively compared to the previous

year, an improvement for 2.7% for both measures. This is primarily the result of greater female representation in our organisation overall, and, in particular, a faster growing representation in the upper pay quartiles.

With this fourth set of gender pay gap results, we have also reflected on the progress made over the last three years. During this period, female representation in our business has increased from 20.9% in 2017 to 23.8% this year. And, during that same time, the median and mean pay gaps have reduced by 4.6 and 3.5 percentage points.

We remain committed to achieving greater diversity, not only focusing on gender, but also D&I from a wider perspective. In 2021, we will deliver our first Ethnicity Pay Gap report. We understand that this requires a real focus on encouraging a diverse range of people to join our business and the IT sector overall, and then enabling all groups to flourish while in it.

Tara McGeehan - President, CGI's UK Operations

HEADLINE GENDER PAY FIGURES FOR CGI IN THE UK

The following shows data as of the snapshot date of 5 April 2020 compared to our 2019 data.

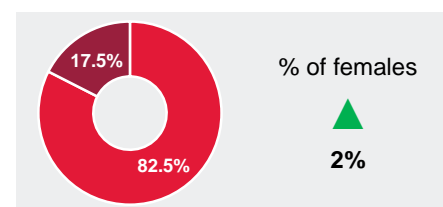
	2020	vs 2019
CGI Mean Gender Pay Gap	9.3%	▼ 2.7%
CGI Median Gender Pay Gap	12.4%	▼ 2.7%
Mean Bonus Pay Gap	32.5%	▼ 5.5%
Median Bonus Pay Gap	18.1%	▼ 5.4%
Percentage Receiving a Bonus	79.9% WOMEN	▲ 2.9%
	79.0% MEN	▲ 1.1%



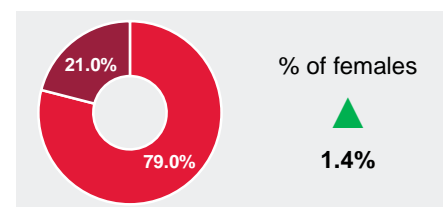
Proportion of male & female employees in each pay quartile (vs 2019)

■ Men ■ Women

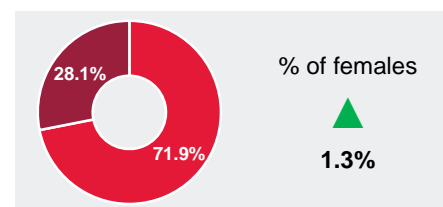
Top Quartile (hourly pay gap 0%)



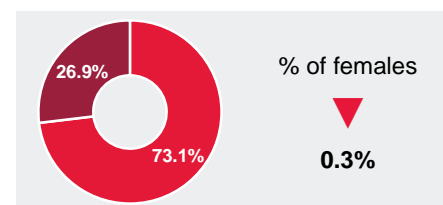
Upper Middle (hourly pay gap 1.2%)



Lower Middle (hourly pay gap 1.8%)



Lower Quartile (hourly pay gap -2.5%)



UNDERSTANDING CGI GENDER PAY GAP

Compared to last year, our mean and median pay gap figures have both improved significantly, reducing by 2.7 percentage points.

This improvement is driven by the continued increase in the representation of females across our business, and, in particular, in the higher pay quartiles. This result follows a greater focus on progressing females through our organisation via our promotion processes and wider career development initiatives. While we are encouraged that the top quartile has seen the biggest increase in the proportion of females represented, it still has the lowest proportion of females compared to our other quartiles. We will continue to look at initiatives to address this.

We are also pleased that our bonus pay gap has improved in the year. As we reported last year, this outcome is heavily influenced by the relatively higher proportion of males in more senior roles where the incentive opportunity is greater. We are confident that as we increase the proportion of females at more senior levels, this will continue to improve.

Our ambition is to continue to close the gender pay gap and to step up our efforts to build a more diverse and inclusive business overall. We will do so by maintaining our focus on supporting fair and inclusive new hire and career progression processes, and by listening to our members. We believe that taking this approach will lead to our business being more representative at all levels, and more effective for it.

Initiatives to support our D&I agenda over the last year have included unconscious bias training, return to work policy review and coaching for those returning after a career break to have children, a bring your daughter to work programme, and our continued work with schools to encourage girls into STEM roles. We remain committed to undertaking a broad range of initiatives to support our longer term diversity aims, including the launch of Ethnicity Pay Gap Reporting.

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's UK Operations

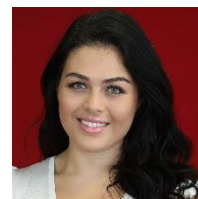
NOTE: In December 2019, CGI Inc. (CGI IT UK Limited's ultimate parent company) announced the completion of the acquisition of the SCISYS group, by its wholly owned indirect subsidiary CGI Group Holdings Europe Limited. SCISYS UK Limited, the SCISYS group's only remaining operating entity in the UK, is required to be reported separately for the purposes of Gender Pay Gap. [View SCISYS report 2020.](#)

"I had no idea what to expect from the world of IT when I joined CGI as an undergraduate. Although traditionally this is a male dominated industry, it has never phased me as I have had supportive mentors, great colleagues and challenges thrown at me that have given me the confidence to be who I am today. CGI empowers women to tell their stories and share their experiences in order to inspire others. Being part of the Scotland business unit, with its predominantly female leadership team, has been a great example of seeing our female leaders in action and understanding the impact they have, but also that they are in those positions because they deserve to be. Being able to physically see this amongst other changes championing diversity and inclusion, helps with my own aspirations within CGI and motivates me to become the role model that others can hopefully look up to."



Elisha Cooper,
Consultant &
BAME network
Lead, CGI

"Within the IT industry it is not enough to follow the status quo, CGI has demonstrated its recognition of this through its consistent encouragement & support for the next generation of female talent. The STEM camps, School Visits, Daughter to Work Days are what sets us apart from the rest. I joined CGI as a Degree Apprentice, since then I have been able to progress into a senior role utilising the frameworks and toolkits in place, but most importantly surrounded by a culture that celebrates diversity and inclusion."



Areefih Ghaith,
Consultant, CGI

For more information about CGI, visit cgi.com, or email us at info@cgi.com.