2022 Social Impact Report

Accelerating the 'S' in ESG

CGI IT UK Ltd

CGI

Contents

Foreword

This year, we are issuing our first social impact report to summarise our vision for 2030, outlining our mission to unite our employees (who we call members because a vast majority are company owners), technology, clients, and partners for actionable results.

With this report, CGI IT UK Ltd will establish our social impact goals, including several ambitions to create technologies that drive human progress. As highlighted in this report, our efforts to drive social progress demonstrate that doing good in the world is a key part of our purpose. The world today faces many challenges. The status quo will not get us to the kind of world we need in 2030. To identify the solutions to these challenges and drive real change, we must bring new collaborations, thinking, and solutions. The new thinking reflects our recent commitments to the United Nations Global Compact UK to include the planet, communities, shareholders, members and suppliers in the pursuit of turning our visions into reality.

It is important for us to do more than talk about the world's challenges. It is time to demonstrate real progress.
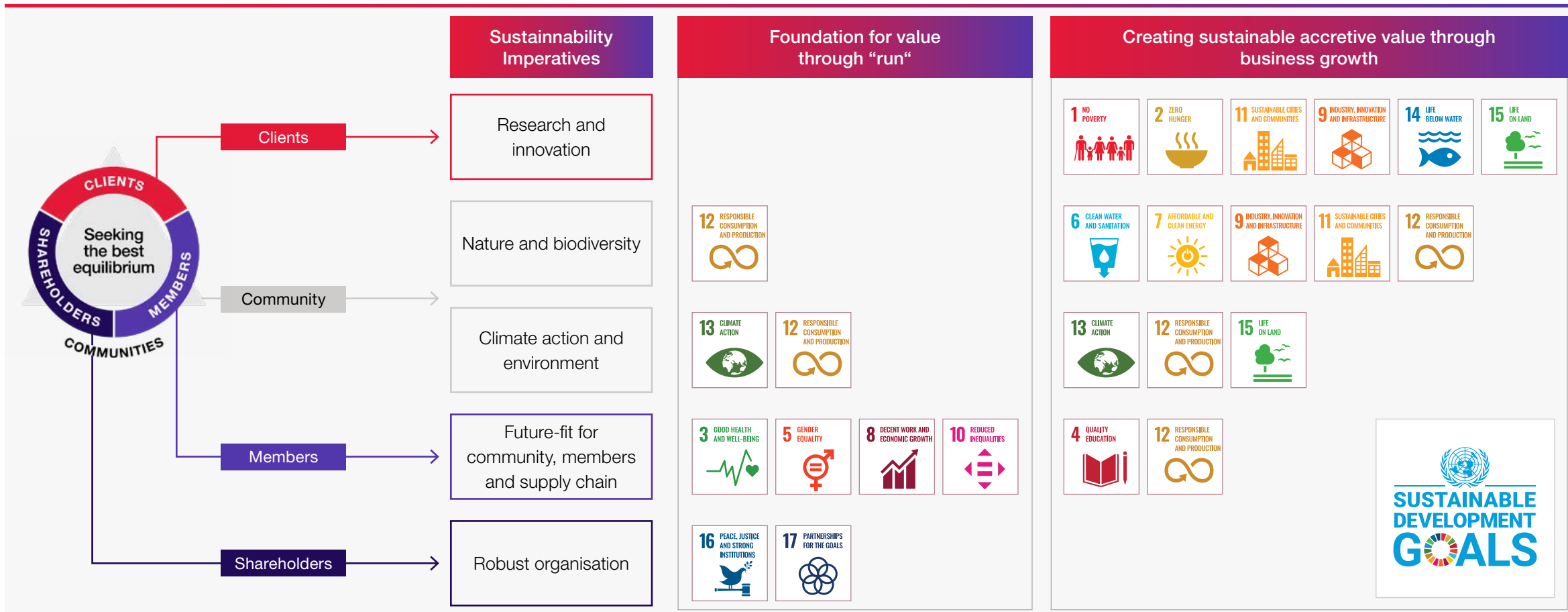
Tara McGeehan
President,
UK & Australia

Mattie Yeta
Chief Sustainability
Officer, UK & Australia

Aligning our strategies with the United Nations Sustainable Development Goals, and measuring and managing our contribution

Materiality assessment

To ensure our focus for our social impact work is clear, in 2022 we conducted an analysis of our material issues in 2022. The assessments included a review of external corporate sustainability trends and frameworks, benchmarking our peers and analysing customers' Requests for Proposals (RFPs) to identify trends in topics. Additionally, we reviewed feedback from CGI members, regarding our engagement activities through events such as our 'lunch and learn' webinar discussions.

Priority ESG topics for external stakeholders

	Medium	**High**	**Very High**
Very High		• Waste and circular economy	• Talent attraction • Data protection and privacy • Carbon and energy management • Responsible supply chain • Responsible digital innovation
High		• Diversity, equity, and inclusion • Employee wellbeing and mental health • Human rights and working conditions (Including interim workers, third parties) • Employee physical health and safety	• Profitable and sustained growth • Leadership, governance, and reporting • Digital inclusion
Medium	• Corporate citizenship (charitable support)	• Client satisfaction • Product stewardship	• Research and innovation (for clients and internally)

Priority ESG topics for internal stakeholders

Our strategy and goals

Our strategy delivers on the United Nation's Sustainable Development Goals by working to minimise impact and support positive environmental outcomes. Setting ambitious goals is essential to driving better innovation, collaboration and transparency.

Research and innovation

Integrating sustainability innovation into our ways of working and offerings to our clients, partners and communities

Climate action and environment

Strengthening our commitment to meet the target of limiting global warming to 1.5°C by focusing on our science-based near-term and long-term targets, maintaining and enhancing our circularity effortswith an emphasis on sending zero to landfill, eliminating single use plastic and reducing use of plastics

Future-fit for members, suppliers and communities

Creating awareness and visibility regarding supply chains and member sustainability activities to support the communities in which we operate and cultivate a sustainable organisation

Robust organisation

Unlocking the business value of organisational sustainability by strengthening our sustainability DNA
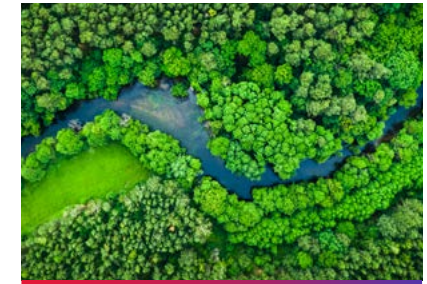
Nature and biodiversity

Developing new approaches for reporting on nature and biodiversity internally and externally, promoting and restoring nature at our sites and in our wider communities

Building long-term value for our clients, shareholders, members and the communities in which we do business

Business imperatives

Capabilities
- Data ecosystem
- Setup systems
- Business Intelligence

Ethics
- Equality and diversity
- Connected to the world around us

Credentials
- Metrics and reporting
- Data ecosystem
- ESG

Talent
- Skills development
- Choosing the right work
- ESG ownership

Governance
- Leadership
- Communication
- Partner ecosystem

Sustainability imperatives

Research and innovation

Nature and biodiversity

Climate action and environment

Future-fit for members, suppliers and communities

Robust organisation

Foundation for business growth

CLIENTS

Seeking the best equilibrium

SHAREHOLDERS

MEMBERS
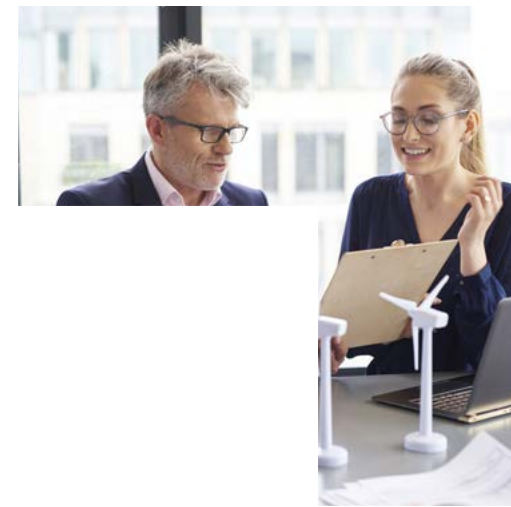
Governance Structure

UK & Australia Sustainability Executive Steering Committee
Chair: Tara McGeehan President, United Kingdom and Australia

Michael Herron
Senior Vice-President
Central Government

David Fitzpatrick
Senior Vice-President
Global Technology Operations

Mark Aston
Senior Vice-President
North and Australia

Neil Sadler
Senior Vice-President
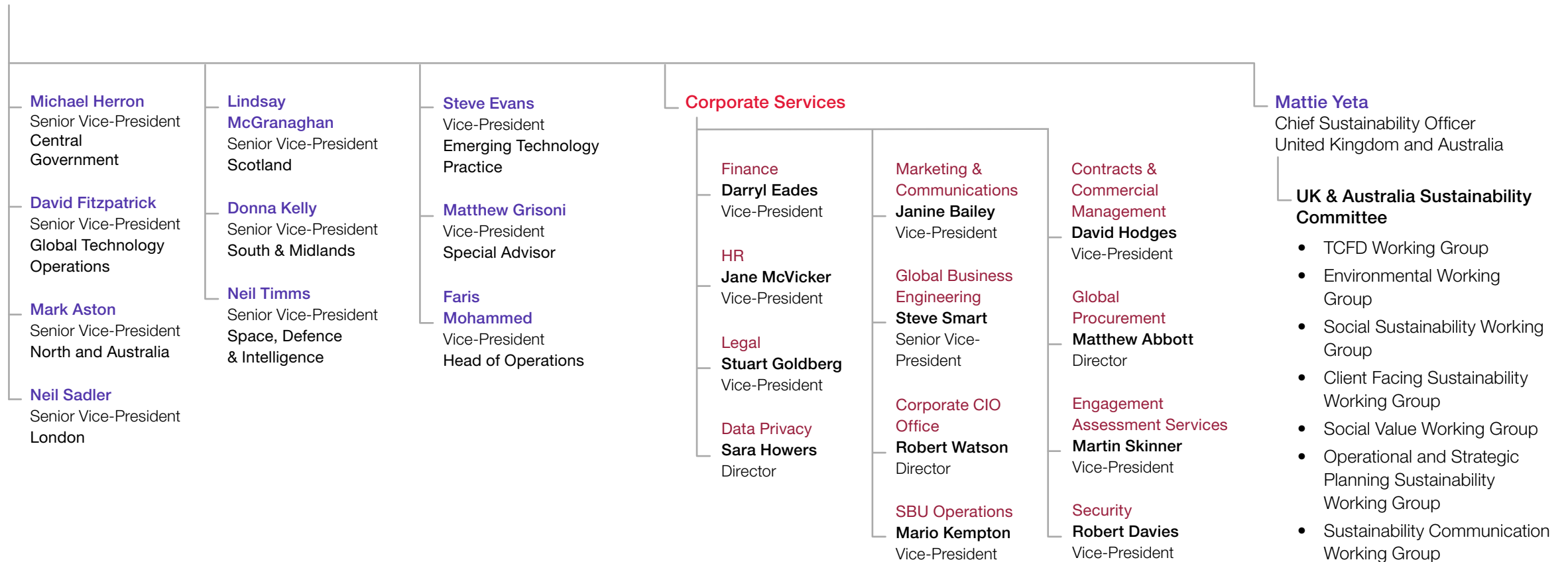London

Lindsay McGranaghan
Senior Vice-President
Scotland

Donna Kelly
Senior Vice-President
South & Midlands

Neil Timms
Senior Vice-President
Space, Defence & Intelligence

Steve Evans
Vice-President
Emerging Technology Practice

Matthew Grisoni
Vice-President
Special Advisor

Faris Mohammed
Vice-President
Head of Operations

Corporate Services

Finance
Darryl Eades
Vice-President

HR
Jane McVicker
Vice-President

Legal
Stuart Goldberg
Vice-President

Data Privacy
Sara Howers
Director

Marketing & Communications
Janine Bailey
Vice-President

Global Business Engineering
Steve Smart
Senior Vice-President

Corporate CIO Office
Robert Watson
Director

SBU Operations
Mario Kempton
Vice-President

Contracts & Commercial Management
David Hodges
Vice-President

Global Procurement
Matthew Abbott
Director

Engagement Assessment Services
Martin Skinner
Vice-President

Security
Robert Davies
Vice-President

Mattie Yeta
Chief Sustainability Officer
United Kingdom and Australia

UK & Australia Sustainability Committee

- TCFD Working Group
- Environmental Working Group
- Social Sustainability Working Group
- Client Facing Sustainability Working Group
- Social Value Working Group
- Operational and Strategic Planning Sustainability Working Group
- Sustainability Communication Working Group

Following our materiality assessment in 2022 and identification of our material topics, our 2030 goals have been reviewed by the UK Executive Leadership Team and align with our social impact and business strategies. Since, we were assessed we have continued to improve our social reporting. We will refresh our assessment on an ongoing basis to ensure that we have the right focus on our stakeholders' top priorities.

Our social impact approach supports the Sustainable Development Goals (SDGs) developed by the United Nations member states in 2015. Our CGI technologies will play a key role in many of these 17 ambitious and interrelated goals. Therefore, all our 2030 goals are mapped to the following specific SDGs to demonstrate our commitment to creating a positive social impact.

Future-fit for operations and supply-chain

- Modern slavery and forced labour
- Business ethics
- Data privacy and security
- Human rights

Future-fit for community

- Digital inclusion
- Good product stewardship
- Community engagement

Future-fit members

- Diversity, equity and inclusion
- Member engagement and development
- Health and wellbeing
- Training and career progression
- Apprenticeships

Future-fit for communities

Access to technology I IT for Good I Good product stewardship I IT for STEM education

Our success in harnessing technologies will depend on the creation and maintenance of effective partnerships. We will harness our technologies and partnerships to enable a future that realises the potential of innovation for social impact. Our expertise and support can drive better education, health and growth opportunities for underrepresented groups in the digital economy.

Future-fit for members

Diversity, equality and inclusion I Member engagement and development I Wellbeing

We will create opportunities and continue to build a diverse workforce and inclusive culture. Our future-fit for members will be built on engaging, attracting and developing diverse talent while ensuring the wellbeing of our workforce.

Future-fit for operations and supply chain

Modern slavery I Business ethics I Data privacy and security I Human rights, including child rights

Our 2030 goals will help us reduce our supply chain impact while driving even better conditions for those working in our supply chain and across our value chain. We will hold ourselves and our suppliers accountable for meaningful improvements in the communities in which we operate.

Future-fit communities

Our success in harnessing technologies is dependent on the creation and maintenance of effective partnerships. We will harness our technologies and partnerships to enable a future that realises the potential of innovation for social impact. Our expertise and support can drive better education, health and growth opportunities for underrepresented groups in the digital economy.

Volunteering

Part of CGI's heritage is to build relationships with the communities in which we live and work. We do this through activities such as volunteering and fundraising, helping members engage, not only with our local communities but with each other.

Each CGI member is encouraged to spend one day each year volunteering to support local initiatives or charities, allowing our members to develop skills and build relationships, whilst some also help to reduce the digital divide.

Our new global volunteering tool - 'CGI for Good' - was launched in 2022, providing our members with a wide range of in-person and remote volunteering opportunities from local non-profits, charities and schools. The tool enables members to easily find volunteering that matches their location and availability to benefit our communities and work towards our commitment to creating a more inclusive and sustainable world through community impact projects.

The tool provides opportunities to mentor, help with awareness activities, lend a hand with events, participate in challenges or offer IT and/or business skills to support charitable organisations.
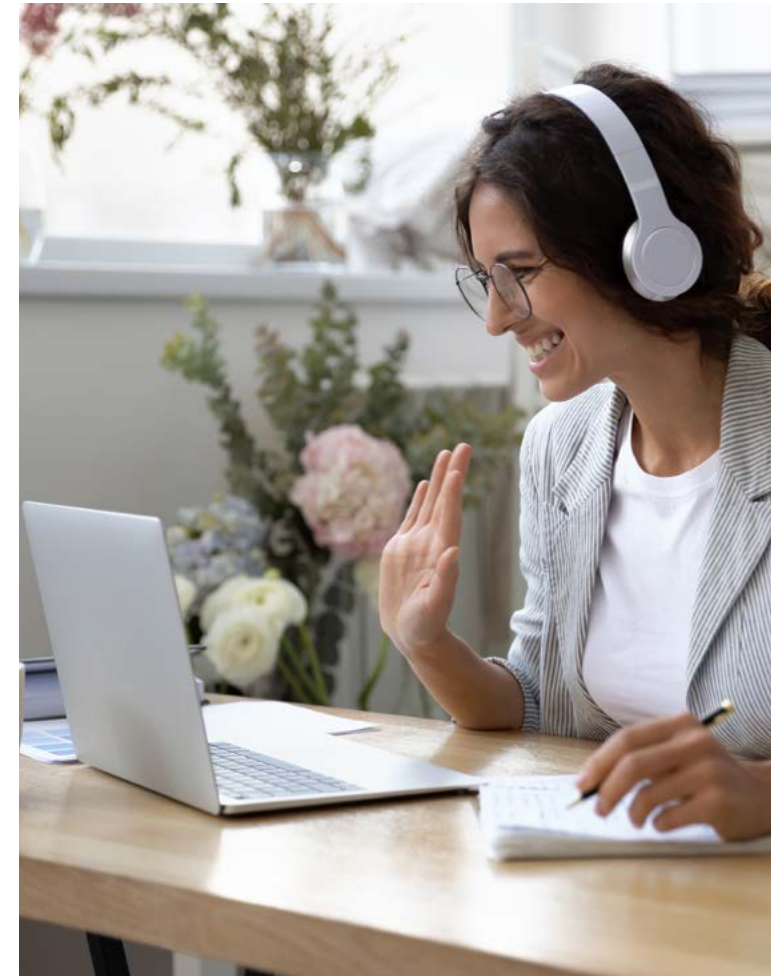
STEM programme

At CGI, we are committed to tackling workforce inequality and making careers in STEM accessible for students from all backgrounds. This is the philosophy behind our full and half-day in-person STEM camps held across the UK in partnership with local schools and communities. These interactive events teach students about STEM-related careers.
The STEM@CGI programme has served more than 6,000 students and engaged hundreds of CGI volunteers. CGI STEM camp activities includes topics such as coding, computer building, physical computing, Internet of Things, music creation, data analytics, business consulting and smart cities.

EmployABILITY

CGI's EmployABILITY programme helps students currently underrepresented in technology to build the skills needed to pursue a successful career in the exciting world of STEM.

The programme connects students with STEM professionals, offering them industry insight and helping them to prepare for the world of work by learning about CVs, interviews, networking and more. We hosted a number of events throughout the year, as an example in August 2022 members in our London office held an EmployABILITY seminar for 24 students from across East London. The students got the opportunity to learn about CGI, practice interview techniques and learn what makes the perfect CV. Our volunteers from across the business offered their time and shared career insights to help these students with the next stage of their careers.

Charity Committee

Each month, our Charity Committee supports charities nominated by our members. Members that are volunteering or fundraising for registered charities can apply for funding, with the Committee donating to 84 charities in 2022. From marathons and triathlons, to shows and bake sales, CGI is proud to be able to support our members in the causes that mean the most to them.

"…equipping the STEM workforce of tomorrow with the skills for a bright digital future"

Climate Kick Start and Young Dreamers

In November 2022, we partnered with Local London Careers Hub East to host 'Climate Kick Start', an event bringing together over 1,000 students from across 30 London schools. Throughout the day, students participated in interactive workshops and had the opportunity to explore our CGI stands which included STEM, COP27, No Planet B, Space Defence and Intelligence and many more, with additional stands from universities and organisations.

The event provided students with the opportunity to learn more about green careers and find out about our work across sustainability within CGI and the steps we are taking to help tackle climate change. Students were keen to find out about our presence at COP27 and our metaverse innovation, with students excited to try out our meta quest headsets.

Young Dreamers

During 2022, we hosted our first 'Young Dreamers Convention' in collaboration with Marylebone Cricket Club at Lord's Cricket Ground. This STEM event brought together CGI clients and members to work in partnership with London Enterprise Adviser Network (LEAN) and several schools across Redbridge and East London.

Designed to inspire, the goal was to encourage students to consider a career and future in STEM.

Community programmes

With malware, ransomware and phishing attacks posing significant challenges to many organisations, our UK Cyber Security team has turned learning about online security risks into a fun and interactive experience through the CGI Cyber Escape. Built within a shipping container, which we take to schools and businesses around the country, the experience helps students and business professionals better understand cybersecurity risks and learn how to reduce the impact of a cyber attack.

When experiencing the Cyber Escape, small teams work together to uncover clues, solve puzzles and accomplish cyber-related tasks to successfully escape before time runs out. Along the way, participants learn critical skills like protecting data privacy, creating strong passwords, safely navigating social media and improving physical security, device and document handling.

Betteridge School Virtual Reality (VR) Project

New experiences and places can be challenging for many people, but this can be especially difficult for people with autistic spectrum conditions. Recognising this challenge, CGI created a

virtual reality environment in a pro- bono pilot project for Bettridge School in Gloucester, a school for children with special educational needs (SEN). The school wanted to safely present social situations and commonplace daily events to students as a vital part of their education.

Working with teaching staff at the school, CGI developed a web and VR application which allows students to experience everyday social interactions, such as a trip to a supermarket.

The application also enables the school to directly build new scenarios in the future. Tesco supermarket enabled a digital capture of a local store which students can now safely investigate in a realistic

and meaningful manner. The application can accommodate students with different abilities to explore scenarios that can be either teacher-guided or student-driven depending on specific needs and objectives.

"I'm blown-away by the technology and knowing how it will build pupils' confidence going from the virtual world to reality. The impact of this project has been far beyond what I imagined. Working in collaboration with the CGI team has really delivered what we set-out to achieve and it is great to have worked in partnership with a local organisation."

Jo Bleasdale,
Headteacher, Bettridge School

Future-fit members

Recognising that our future success depends on engaging, attracting and developing diverse talent while ensuring the wellbeing of our workforce, we have continued to create opportunities to build a diverse workforce and culture.

We believe there should be no limits to a person's dreams and aspirations. That is why we are unconditionally inclusive. It is how we create a place where everyone can bring their whole self to work.

Inclusive recruitment practices

As part of our objective to be a diverse and inclusive organisation, this year, we joined two new specialist agencies to support us in recruiting new diverse talent into our business. These were the LGBTQIA2S+ networking hub, and the disability career site, Evenbreak. The two agencies also supported us by offering training and talks for our members to share experiences and best practices, as well as posting our job vacancies on their sites.

Success at The Women in Tech Employer Awards 2022

Best Tech Employer (Over 500 employees)
Recognising employers with over 500 employees who have demonstrated an outstanding effort over the past 18 months to attract and retain women in their IT/ Technology departments.

Best Recruitment Marketing Campaign
Recognising employers who have gone above and beyond with their recruitment marketing campaigns to hire more women in tech.

We submitted our 'Shining a Spotlight on the Women of CGI' campaign for this category. Celebrating the opportunities and empowerment created by the structure of a women's network.

Diversity, equity and inclusion

We are proud of our member network groups and how they create communities that share a common bond, raise awareness and actively encourage inclusivity. Our various member-led networks also offer valuable encouragement, support and activities to ensure everyone has the opportunity to contribute to our success.

All CGI members are welcome to join – and our networks encourage ally membership. As a network member or ally, we encourage our members to take action to support others, removing external barriers that may impede them from contributing their skills and talents in the workplace or community. We support and encourage all our members to appreciate the value of diversity and how it brings a greater variety of ideas, perspectives and experiences to the workplace.

Supporting our members with disabilities

We take accessibility seriously, ensuring our members feel supported and able to do their roles to the best of their ability. This means ensuring that everybody at CGI enjoys the full range of opportunities and advantages that being a member provides.

Through recruitment, onboarding, training and development, we are committed to creating an environment that enables members with disabilities or caring responsibilities to flourish in their careers and contribute to the UK's digital transformation.

With a strong peer-to-peer disability network, practical accessibility support and leadership commitment, we are determined that the IT projects we work on benefit from all talents and insights.

Our networks
- Armed Forces
- Black, Asian Minority Ethnic (BAME)
- Bereavement
- Disability
- LGBTQ+
- Men's Health
- Mental Health First Aiders
- Neurodiversity
- Women's
- Parental
- Part-time
- Young Professionals

During the year, we also formalised a new partnership with WorkFit, the Down's Syndrome Association's employment organisation.

As part of the programme, we employed three people to work through the scheme in the on-site café in our Reading office. CGI worked in partnership with WorkFit to create a well-supported environment that enables these employees to flourish, learn and develop through tailored training that meets their individual needs. Adjustments such as the setup of equipment, technologies and flexible work hours ensure that an accessible environment was in place.

The success of this event was recognised at the National Learning Disability and Autism Awards in 2022 where CGI was highly commended in the Employer of People with a Disability category. The designation celebrates excellence in the support of people with learning disabilities and aims to pay tribute to those individuals or organisations who excel in providing quality care.

Alok Sharma, MP for Reading West and President of the 26th United Nations Climate Change Conference visited our Green Park, Reading office in February 2022

Diversity in young talent

We recruit up to 250 students annually so we recognise our responsibility to ensure we provide opportunities for people from all communities such as LGBTQ+, ethnic minorities, genders, disabilities and social demographics. We believe the diversity of our workforce is key to our success.

As part of ensuring our members reflect the communities in which we live and work, we deliver employability workshops such as interview skills, CV writing and assessment centre training. We also work with career advisors to identify which students would benefit from the activities.

Apprenticeship programmes

We offer a wide range of formal routes to work at CGI from sponsored degree technical and business apprenticeships, apprenticeships and internship programmes.

Our apprenticeship programmes are great for school leavers who have a career path in mind and want to study towards a recognised qualification, whilst earning at the same time.

Our higher digital apprenticeship programmes offered in Bridgend provide recognised 'Level Four' qualifications, including software development. Our BSc degree apprenticeships are tech industry gold-accredited, employer-defined and meet industry standards for content, delivery and assessment.

We are proud to be able to engage young people across the UK through various universities including Edinburgh Napier, Glasgow Caledonian, Manchester Metropolitan, Swansea and Winchester.

We recognise that getting started and setting up work can cause a financial strain for members. To help ease this, we offer up to £1,000 allowance to assist with relocation.

Living Wage Employer

CGI has been an accredited Living Wage employer since 2019. This commitment ensures we pay all our people, including our early career joiners, fairly and recognise their valuable contribution to the success of our business. As a responsible organisation, we are proud of our commitment in this area and how this supports our wider communities.

On-the-job training

Once our members are at CGI, learning continues throughout their career to ensure skills are kept up-to-date and in line with business and client requirements. Regular mandatory training ensures our members are always aware of relevant legislation and best practice. We are committed to offering our members growth opportunities and assisting in their professional development.

Our learning and development platform, CGI Academia, provides accessible content, audio books and online training. Content is consumed in bitesize chunks, enabling members to learn at their own pace, and is reinforced through knowledge consolidation and practice.

CGI is keen to provide members with learning opportunities to help them pursue and achieve relevant certifications in their industry.

This helps members stand-out as experts in their field and keep their skills and accreditations up to date with the latest emerging trends and technologies.

As an example, our academy programme in Bridgend, Wales supports members who are interested in progressing from a help desk role to a technical support role. New potential candidates who fall slightly short of the standard required to join CGI in a technical support role are offered a place at our Academy Training, a bespoke two-week training programme following the initial two-week induction. In 2022, 29 members completed the programme, enabling them to progress into higher-paid technical roles.

Supporting career starters

Our Student Kickstart Initiative (SKI) enables our new junior members just starting out on their career journey to propel their networking, skills and experience at CGI. Available to our career starters such as graduates, Industrial Placement Students, and degree apprentice graduates, the programme focuses on core foundation training and wider development opportunities. The students work in teams to complete a project selected from the range offered at the launch event.

Our role based learning programme allows our early careers members to better understand the wealth of career opportunities available to them, by allowing them to select one or multiple career families to learn about. Whether it is Agile/DevOps, Testing, Data Analytics or Project Management (among others) a member can choose their desired programme to learn about the skills and accreditations needed to excel and network with experts in this field. The programme helps members understand the wealth of career opportunities available to them at CGI and almost 'try-before-they-buy' the career they are interested in, selecting the programme(s) they find relevant and interesting as well as their career aspirations.

Assessing progress

Our Member Satisfaction Assessment Program (MSAP) is designed to foster quality dialogue between leaders and members, gathering feedback from members to support timely action plans to address challenges, and reinforce collective ownership. CGI's MSAP is part of a continuous effort to ensure that the CGI Dream is engrained in our culture and everyday activities. It allows members at all levels of the organisation to fully participate in the life of the company and our evolution.

Health and wellbeing: CGI's Oxygen programme

We know that having healthy teams leads to a healthy business. That is why our members' wellbeing and healthy work life balance are top priorities. The Oxygen health and wellbeing team support almost 6,000 members across the UK through a variety of preventive and awareness-raising campaigns, tools and resources. From mental health support to physical health initiatives, our health and wellbeing team take a holistic approach to wellbeing and proud of the work they do. Our comprehensive programme offered to members includes:

Business-specific workshops

Our members are invited to join our 'lunch and learn' sessions (called 'Know Hows'). Our health and wellbeing team work with subject matter experts to ensure the information is accessible, relevant and reliable. There is also plenty of other support for CGI members. This can be accessed through a monthly health and wellbeing newsletter and a dedicated CGI Oxygen Microsoft Teams channel.

Supporting tools and resources.

Members have access to tools, previous Know How recordings and other resources on the following topics: mental health and resilience, physical health and wellbeing, posture and ergonomics, work/life balance, diversity, equity and inclusion (DE&I) and a Leader's Toolkit.

Member Assistance Program (MAP)

CGI members can access free, confidential, 'in-the-moment' counselling, 24 hours a day, 7 days a week, 365 days a year.

Aviva DigiCare+ Workplace

Our new health and wellbeing service puts a range of wellbeing services at member's fingertips via the easy-to-use app. Family members are also eligible for many of the services provided including GP appointments.

Mental health support

One in four employees in the UK experiences mental health challenges at some time. The CGI Mental Health First Aider (MHFA) network is made up of over 300 members, trained to provide mental health support to colleagues during working hours.

In conjunction with MHFA England, we run courses throughout the year, aimed at both members and leaders across the business. The stigma surrounding mental health issues often means these challenges are not openly discussed, with people suffering silently rather than seeking help. Recognising the need to build awareness in this area, the UK organises a national Mental Health Awareness Week (MHAW) each year with hundreds of CGI members taking part in events.

Future-fit for operations and supply chain

Our 2030 goals will help us reduce our supply chain impact while driving even better conditions for those working in our supply chain and across our value chain. We will hold ourselves and our suppliers accountable for meaningful improvements in the communities in which we operate.

Human rights

We are fully committed to respecting human rights throughout our operations and supply chain in accordance with United Nations (UN) guidelines. Our understanding of these rights is drawn from the Universal Declaration of Human Rights, and we strengthened our commitment in 2020 by signing the UN Global Compact. As a people-oriented organisation with over 90,000 members, a global company operating in a variety of countries with diverse cultures and local regulations, and with more than 10,000 suppliers in our supply chain, we recognise human rights are fundamental.

Our member Code of Ethics and Third-Party Code of Ethics for our suppliers are based on the values and philosophy that define our human rights statement and have guided us successfully since the founding of CGI in 1976. These codes express 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, color, ethnic origin, citizenship, religion, gender, sexual orientation, age, pregnancy, record of offenses, marital status, social conditions, political beliefs, language, veteran status (U.S. only), family status, disability, or means used to overcome a disability."

This is reinforced by our specific policies on equal opportunity, anti-discrimination, anti-harassment and modern slavery. In 2022, we updated our Code of Ethics to reinforce our principles of human rights protection, specifically as it pertains to modern slavery. Section 1.7 of our Code of Ethics was amended to add the following statement: Modern Slavery—CGI recognises that slavery is both illegal and unacceptable. As a services organisation in which most of our members are highly skilled and directly employed by CGI, we consider the risk of modern slavery within our own organisation to be low. However, CGI has implemented an additional procurement process to mitigate the risk of slavery in our supply chain.

We expect all third parties with whom we work with to comply with anti-human trafficking and anti-slavery legislation. To that end, the CGI Third-Party Code of Ethics aims to provide suppliers with the appropriate guidance to make informed business decisions while working with CGI.

We recognise that we can extend our responsible business ethos into our communities by positively influencing the community through our technologies, relationships and choice of suppliers. Therefore, CGI has a robust and thorough approach to ethical and sustainable procurement. Our process for managing our suppliers is designed to ensure that they can deliver a high-quality service to our clients and meet high standards regarding human rights and sustainability requirements.

We have recently strengthened how we assess suppliers' exposure and management of sustainability risks as part of the onboarding process for all global suppliers. All suppliers need to complete a questionnaire which determines whether further due diligence is required.

It includes questions around their commitment to Science Based Targets, labour and human rights, and whether suppliers operate or manufacture products in high-risk geographies or use labour that is subject to greater risk of modern slavery due to the nature of the workforce (such as reliance upon low-skilled labour or workers). It also covers suppliers' policies and commitments on labour and human rights.

Our modern slavery risk mapping tool is also used to identify suppliers providing goods and services that are at high risk for modern slavery. This year, we have expanded the scope of high-risk categories based on guidance from the Gangmasters and Labour Abuse Authority and the U.S. Department of Labour's List of Goods Produced by Child Labour or Forced Labour.

Webinar series

Supporting our suppliers we hosted a number of webinars throughout the year, including an ethical business forum where we were joined by the OECD and the Responsible Business Alliance. Other 'responsible business' webinars subjects included Science-Based Targets and net zero, social enterprises and spotting the signs of modern slavery. The series was recorded to enable our suppliers to have ongoing access to the material.
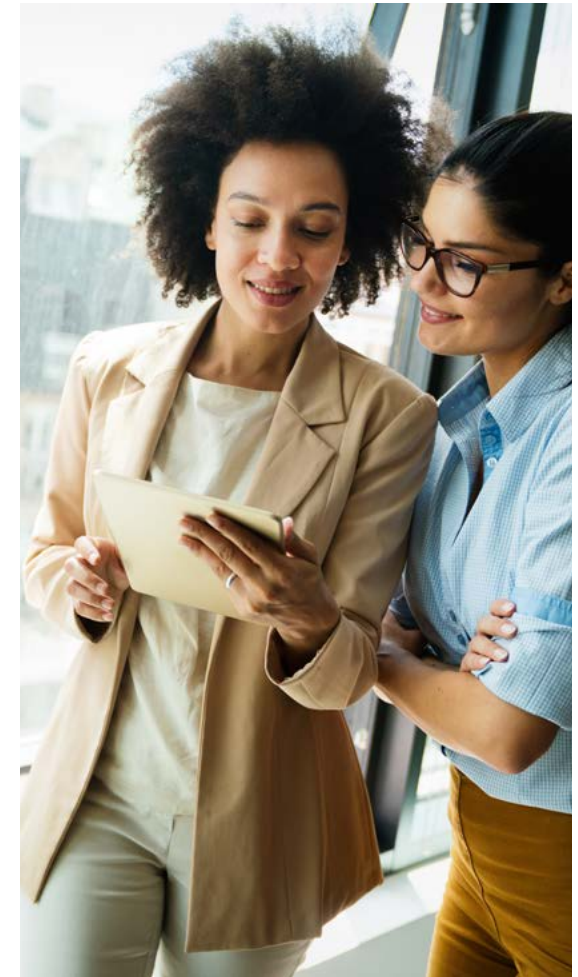
Social procurement

All over the world, there are social enterprises contributing to social justice and ensuring equal opportunities for disadvantaged people. We recognise that we can make a difference in the communities around us by buying from UK-based social enterprises and showing them our support for the great work that they do. We are committed to being a responsible business here at CGI in the UK and where possible include social enterprises in our supply chain.

CGI as a supporting member of Social Enterprise UK

We are members of Social Enterprise UK, the national membership body for the biggest network of social enterprises in the UK. With their directory, we have access to hundreds of social enterprises that we can use to enhance our supply chain and support through various business activities.

Social Enterprise UK
Supporting Member

Voluntary reporting framework

Our commitment to the voluntary reporting on disability, mental health and wellbeing framework

CGI is proud to have publicly aligned our reporting efforts with the objectives of the UK Government's voluntary reporting framework, demonstrated through our signing up to wellbeing at work and our commitment to improving the physical, mental health and wellbeing of our members.

Supporting our members with disabilities

Recognising that our future success depends on engaging, attracting and developing diverse talent while ensuring the wellbeing of our workforce, CGI continues to create opportunities to build a diverse workforce and culture.

We are committed to ensuring that everybody at CGI enjoys the full range of opportunities and advantages that being a member provides. From recruitment through onboarding, training and development, we create an environment that enables members with disabilities or caring responsibilities to flourish in their careers and contribute to our business.

Inclusive recruitment practices

As part of our objective to be a diverse and inclusive organisation, CGI partnered with Evenbreak, a specialist disability job board to support us in recruiting new diverse talent into our organisation. Evenbreak provided further insights and recommendations on how we can improve in this area and has supported us to share best practices provided further insights and recommendations on how we can improve in this area and supported us to share best practices with our members and promotes our vacancies on their site.

More generally, our job adverts are designed to be engaging, welcoming and reflective of our inclusive culture at CGI. This year, members with disabilities have shared their stories and experience of working at CGI through our "Unconditionally Inclusive" campaign on the CGI website and via social media to demonstrate our inclusive culture, and inform and encourage future candidates. Candidates can also request adjustments during the recruitment process to ensure they can perform at their best during interviews and assessments.

Creating a disability confident culture – workplace adjustments and passports

Once candidates join CGI, an internal tool enables all members to easily complete an assessment that helps us to put appropriate adjustments in place to support them to work to the best of their ability.

By covering areas of work such as communication, pen and paper skills, computer and workstation arrangements, workspace and environment, and travel, it allows members to express the challenges or difficulties they may experience at work, and together explore possible workplace adjustments.

Workplace adjustments can include equipment adjustments, such as specialised ergonomic equipment to assist with everyday tasks, specialised assistive software and training, headsets and other assistive technology for hearing impairments. 'Soft' adjustments can be equally effective, such as changes to working patterns or locations, buddy or mentoring arrangements, or tailored strategy coaching interventions to help develop coping strategies to overcome particular difficulties. Should members require an adjustment, this is documented via a Workplace Adjustments Passport which can be ported between internal work assignments and is a formal record of support required for our members.

Additional support

In addition to workplace adjustments and policies, we are keen to ensure our managers and members have access to the knowledge and best practices they need about disabilities and how best to support them. We are members of the Business Disability Forum and share their comprehensive guides with our members as part of a continual programme to improve support for our members.

We have also produced a short bespoke training presentation for managers about our internal programme for members with disabilities. It covers adjustments, network support and our Workplace Adjustments Passport that members can port from one internal assignment to another when they change roles.

Building on the formal policies and processes provided at CGI, we have two disability-related member networks, the neurodiversity network and the disability network, that offer peer-to-peer encouragement, support and help progress activities and awareness surrounding members who share a common bond such as visible and non-visible disabilities, long-term health conditions, and caring responsibilities. In the past year, the networks organised lunchtime 'Know How' webinars on topics such as supporting children with disabilities, parenting and neurodivergence, being disability-confident and celebrating mental health awareness. These events were attended by hundreds of members from across the business.

Reporting disability

To better understand the diversity of our CGI family and measure progress in this area, we asked all members to anonymously share their disability status with us via our HR portal in 2022. Aligned with guidance from the Voluntary Reporting Framework, our members were asked, 'Do you consider yourself to have a disability or long-term condition (mental health and/or physical health)?' This may include (but is not limited to) physical disabilities, long-term health conditions (such as cancer), mental health conditions, nonvisible disabilities, sensory disabilities, learning disabilities, dyslexia, neurodivergence, and if formally diagnosed or not.'

Our members were not obliged to share their status but as at December 2022, around 70% (According to metrics page) of members have done so. To ensure anonymity and encourage our members to share their disability status, our data collection process was separated from our adjustments process and so far, around 6.85% (according to metrics page) of members have shared they have a disability. We will continue to encourage the remaining members who have yet to share their status with us to do so.

Activities relating to mental health and wellbeing

The Oxygen Health and Wellbeing programme is deeply embedded into the CGI workplace and supports internal members across the globe. The Oxygen team is committed to maintaining an environment where all members can develop personally and professionally. Further details can be found on pages 23 & 24.

Reporting on health and wellbeing

CGI has a comprehensive Member Satisfaction Assessment Programme (MSAP) designed to foster quality dialogue between our leaders and members, and support timely action plans to address challenges and reinforce collective ownership. MSAPs are an integral part of CGI's Member Partnership Management Framework, which is our foundation for maintaining strong and lasting relationships with our members at CGI. Many of the questions asked during the MSAP process closely reflect the recommended questions in the Voluntary Reporting Framework. To reflect higher engagement in the questions asked and reduce the burden on our members with an additional questionnaire, we have shared the most relevant questions from our framework.

On a broad range of subjects related to working at CGI, our survey comprises 14 questions, with 80% of members completing a questionnaire.

Question	Score out of 10
Overall score for our UK business from all 13 questions	9.05
Enjoyment of work	8.91
Pride of being part of the company	9.16
Being treated with respect	9.19
Living up to the company values	9.45

Recognising the importance of a diverse and inclusive workforce, CGI is proud to be a Disability Confident organisation that aligns our efforts with the Voluntary Reporting Framework to demonstrate our commitment to the recruitment and retention of people with disabilities.

Social impact performance

Metric	2021	2022	Comments
Community engagement			
Paid volunteering hours in company time	1,866 hours	3,332 hours	Includes volunteering in the community and employability events.
% of members engaged in volunteering	4%	7%	Based on the average headcount throughout the year.
Number of members volunteering	252 members	428 members	Members who participated in at least one event.
Community kit sponsorships	152 kits	193 kits	Community groups supported by a donation of £500 from CGI to buy kits and equipment.
Measuring impact of STEM impacts	-	38% before and 76% after event	Students who said that they would consider a career in STEM before and after the Green Skills event. We are also planning to host another event in FY23 with 1,000 students.
Early career recruitment			
Apprentices	13 apprentices	18 apprentices	We offer a wide range of formal routes to work at CGI from sponsored degree technical and business apprenticeships, higher apprenticeships and internship programmes.
Graduates	109 graduates	200 graduates	
Industrial placements	19 students	24 students	

Metric	2021	2022	Comments
Diversity, equity and inclusion			
Gender pay gap			Source: CGI UK Annual Gender Pay Gap Report 2022
Gender representation	23%	23%	Women in Tech reports that 19% of the workforce in the UK IT sector are female.
Gender median pay gap	11.4%	9.6%	In our sixth year of reporting gender pay gap, we are pleased to report that we improved from 2021.
Gender mean pay gap	8.0%	5.4%	
Ethnicity pay gap			Source: CGI UK Annual Ethnicity Pay Gap Report 2022
Ethnicity representation	14.4%	16.2%	2021 Census data for England and Wales reported Minority Ethnic representation at 18.3%. CGI representation figures are for all UK CGI employees including those for whom ethnicity not disclosed.
Ethnicity median pay gap	4.3%	6.9%	Our ethnicity pay gap increased slightly between 2021 and 2022, largely as a result of a higher intake of early careers member from ethnic minority backgrounds.
Ethnicity mean pay gap	2.1%	3.1%	
Disability			
Members who shared they have a disability or long-term health condition	N/A	6.85%	70% of members have shared their disability status with us and this represents 6.85% of this number.

Metric	2021	2022	Comments
Wellbeing			
Wellbeing events and support activities held during the year	34 events	58 events	Includes a wide range of events throughout the year including manager training and participation events – e.g., Step challenge.
Attendees at wellbeing events	4,993 attendees	6,449 attendees	
Measuring impact of wellbeing programmes: response to the question, "My employer cares for my wellbeing"*		92%	Measured independently by the Sunday Times Best Place to work survey (March 2023).
Social procurement			
Spend with voluntary, community and social enterprises (VCSEs) and non-profits	£525,000	£781,000	This represents nearly a 50% increase in spend in this area.
Supplier due diligence			
Percentage of suppliers identified as high risk for modern slavery that have completed an EcoVadis assessment, and the associated proportion of spend	59% high risk suppliers completed EcoVadis assessment representing 93% of identified high risk spend	56% high risk suppliers completed EcoVadis representing 96% of identified high risk spend	More information about our work to understand our supply chain risks can be found in our modern slavery statement 2022
UK-based suppliers	88% of supplier spend	90% of supplier spend	Most of the suppliers used to procure products and services for CGI in the UK and our clients are UK-based organisations.

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-based to help accelerate returns on your investments. Across 21 industry sectors in 400 locations worldwide, our 91,000 professionals provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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