

Reflect Reconciliation Action Plan (RAP)

CGI Technologies and Solutions
Australia Pty Ltd

January 2024 – June 2025



CGI Acknowledgement of Country

CGI acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to the land and communities where our members work and live. We pay our respects to Elders past, present and emerging and to their rich contribution within our society.

Statement from the CEO of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes CGI Technologies and Solutions Pty Ltd to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

CGI Technologies and Solutions Pty Ltd joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations, equality and equity, institutional integrity, unity, and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables CGI Technologies and Solutions Pty Ltd to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

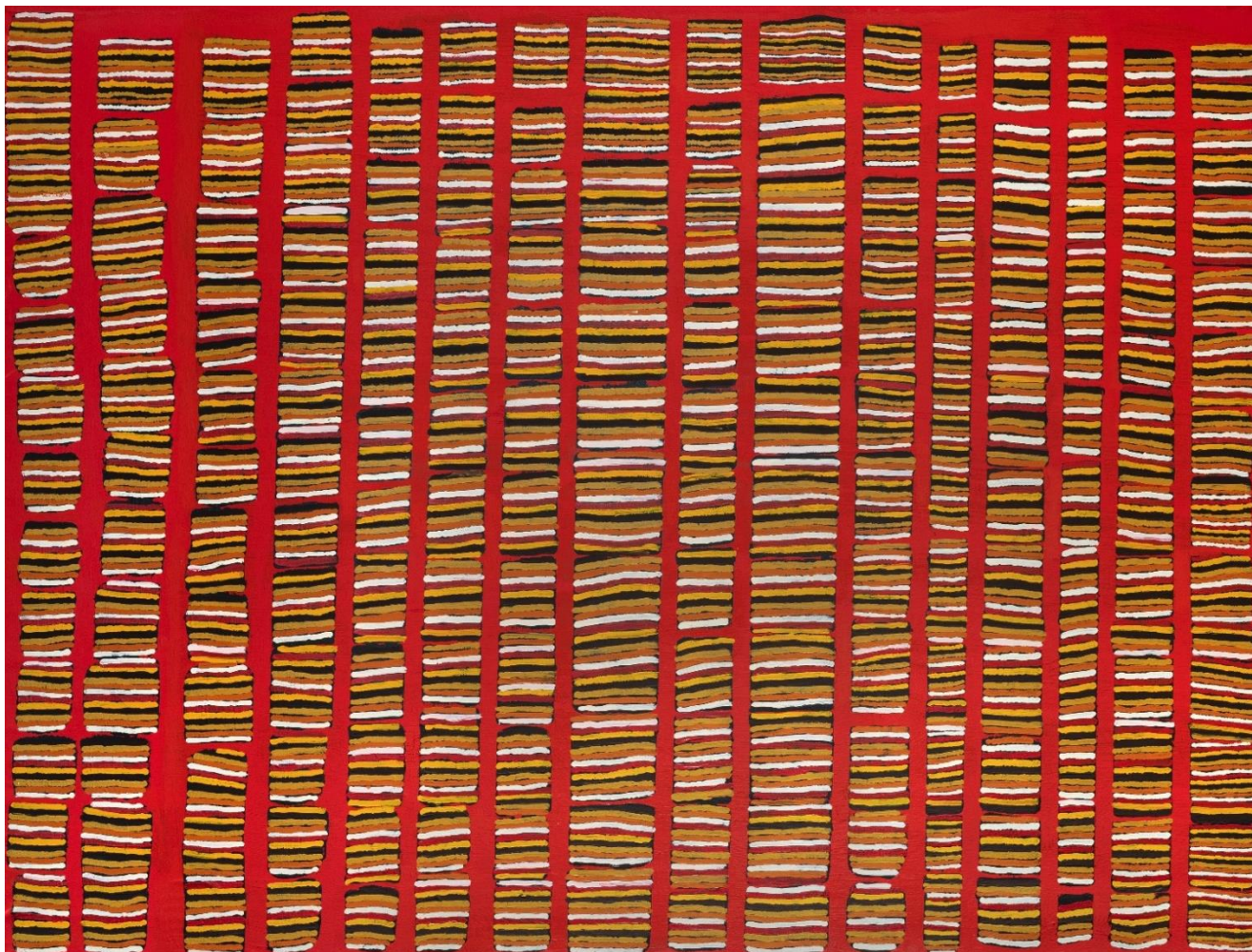
Congratulations CGI Technologies and Solutions Pty Ltd, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Our Reconciliation Artwork



Artwork: Untitled. Oil on Canvas. 2008

Artist: **Keturah Zimran**, OA | Community: Haasts Bluff | Languages: Arrernte, Luritja, Pintupi

Keturah was born in Haasts Bluff in 1978. Coming from a lineage of established artists, Keturah began painting seriously in 2005 as part of the Ikuntji Artists based in Haasts Bluff (population 150). Developing her own distinctive and bold style, she is fast becoming renowned both nationally and internationally. Most notably, her work is now a part of the Parliament House Collection and has been a finalist in numerous art awards including the 2019 Vincent Lingiari Award.

Keturah Zimran was acknowledged in 2023 for her service to the visual arts with the Medal of the Order of Australia in the General Division. Keturah is married to Ikuntji male artist Billy Pareroutja and is a mother of eight young children.

CGI acquired this work in the mid 2000's and the digital rights in 2023. The work is proudly displayed in the lobby of our North Sydney office.

Reflect Reconciliation Action Plan

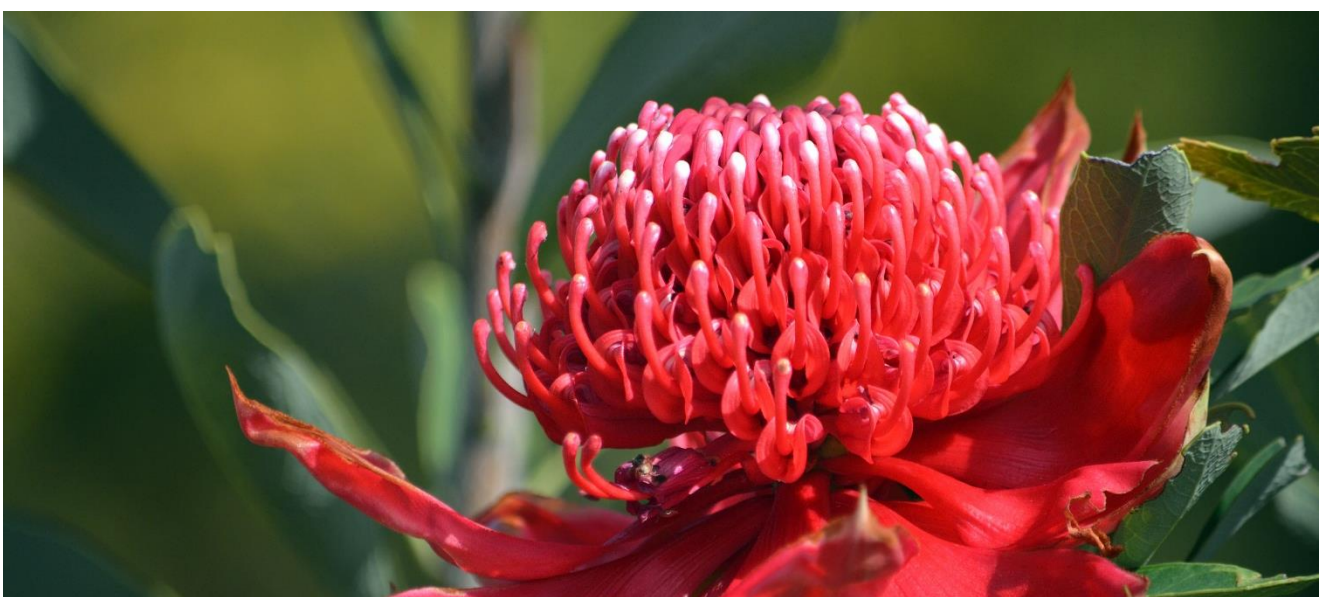
Our business

Founded in 1976, CGI is among the largest Information Technology (IT) and business consulting services firms in the world. We are insights-driven and outcome-based, to help accelerate returns on IT and business investments.

In Australia we work with some of our country's largest organisations across industries which include Banking and Finance, Energy and Utilities, Telecommunications and all levels of Government. We partner with our clients to deliver business consulting, systems integration and IT outsourcing services. CGI also develops and markets our own software and hardware solutions which, behind the scenes, help keep our communities running: delivering systems that manage water and sewage services, supporting gas and electricity supply, keeping trams and trains running, and processing millions of financial transactions. Through our 24x7 Security Operations Centre we provide cyber security services which protect Australia's critical infrastructure.

Our culture is essential to CGI's success and longevity. We are guided by a Dream: "To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of", and we are driven by our Vision: "To be a global, world class, end-to-end IT and business consulting services leader helping our clients succeed."

We currently have approximately 91,000 employees globally. In Australia we have approximately 220 people, across Brisbane, Sydney, Melbourne, Hobart and Adelaide. We do not currently capture ethnicity data of our employees. However, to our knowledge, we do not currently employ anyone who identifies as Aboriginal or Torres Strait Islander people. First Nations peoples are underrepresented in our business, and we are looking at opportunities to increase their representation through a range of channels such as development, employment, partnering and further engagement.



Our RAP

CGI is developing this RAP because we believe that it is everyone's responsibility to contribute towards reconciliation with First Nations peoples. CGI wants to be part of Closing the Gap and to work with organisations that support Aboriginal and Torres Strait Islander students and youth to achieve their full potential with regards to childhood education, educational achievement, and employment outcomes.

As with any endeavour, if a tangible, meaningful, consultative plan is created that includes specific actions that are measured and tracked, then the larger goal is more likely to be achieved. We have launched a First Nations Program and believe that having a RAP will bring the required structure, accountability and consultation for the Program to achieve its objectives.

Corporate Social Responsibility is one of our Core Values. Our business model is designed to ensure that we are close to our clients and to our communities. As members, we embrace our responsibilities to contribute to the continuous improvement of the economic, social and environmental well-being of the communities in which we live and work.

Respect is another one of our Core Values. Our Diversity, Equity and Inclusion (DE&I) strategy is foundational to the growth and success of our company. As a global organisation, valuing diversity and difference is an integral part of how we do business. Being able to attract and retain a diverse range of people to work with brings a wealth of talent and experience to CGI. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the relevant local or national

catchment area within which we operate. We regard diversity as a priceless resource that enables CGI to work harmoniously with clients worldwide. In Australia we have a DE&I Council of employees who support our DE&I Program and have celebrated First Nations' events such as NAIDOC week in our normal calendar of DE&I events.

Aboriginal and Torres Strait Islander peoples have been in Australia for over 60,000 years and are crucial to the past, present and future of Australia. Our First Nations Program aims to contribute to greater opportunities and outcomes for First Nations peoples within the IT industry, and more broadly in Australia.

In 2022 CGI executive championed the creation of a specific First Nations Program. As part of this, a working group was formed to establish the First Nations Program; now also our Reconciliation Action Plan Working Group. The founding volunteer members of this group are united by a desire for CGI to provide leadership and action in reconciliation. This First Nations Program has strong executive support. Our RAP Champion is Les Davey, Senior Vice President Consulting Services. Our RAP Working Group includes approximately 15 people, and the following lead roles:

RAP Working Group Role	Organisational Role
RAP Champion	Senior Vice President Consulting Services
RAP Chair	Human Resources Director
Partnerships & Procurement Pillar Lead	Director, Consulting Services (Brisbane)
Cultural Awareness Pillar Lead	Director, Consulting Expert (Sydney)

RAP Working Group Role	Organisational Role
Governance Pillar Lead	Human Resources Director
CSR Pillar Lead	Operations Director
Development Pillar Lead	Director, Consulting Services (Sydney)

The First Nations' Program objectives:

1. Grow knowledge, awareness and respect towards First Nations.
2. Meaningful, with tangible outcomes and a positive impact on First Nations communities.
3. Align with our Responsible Business Model and be valued by our members, clients and shareholders.
4. Invest in professional development opportunities of First Nations' youth.
5. We engage with, respect, partner and support First Nations' organisations.

CGI announced our focus on the First Nations' Program to employees in early 2023 beginning with launching our Acknowledgement of Country in major meetings, on our website, in email signatures and physically in CGI offices. The meaning of this gesture was verbally communicated in meetings with employees and also via email and internal news to ensure that the intent of this important gesture was understood.

In August 2023 we launched mandatory online cultural awareness training about First Nations people that all current and new members in the Australian business are required to take.

We are taking steps to formalise our commitment to reconciliation through the development of a Reflect Reconciliation Action Plan (RAP).

Our partnerships / current activities

In addition to creating our working group and launching our Acknowledgement of Country, we have been forming relationships with Aboriginal and Torres Strait Islander organisations.

CGI has partnered with the team at Narang Bir-rong Aboriginal Corporation (NBAC) in response to their inspirational work with Sydney's First Nations population. In June 2022, CGI donated 34 laptops to NBAC, enabling digital learning and helping Aboriginal and Torres Strait Islander children to maintain connections with their culture every day. In January 2023, CGI also provided donations of laptops to [Kinaway, the Victorian Aboriginal Chamber of Commerce](#) who provide advice, visibility, support and opportunities for Aboriginal & Torres Strait Islander businesses and to [Djirra VIC](#) who are helping victims and survivors of family violence with specialist legal advice and culturally-safe holistic support.

In February 2023 CGI donated and delivered furniture to three First Nations organisations including Kinaway Chamber of Commerce, Koorie Youth Council and Sunbury Aboriginal Corporation.

CGI works with the aboriginally owned and operated recruitment company Vertical Scope. We are currently sourcing a First Nations owned company to provide First Nations Advisory services to CGI and to provide valuable guidance on our future Reconciliation Action Plans.

We are forming relationships with a number of other First Nations organisations, focused around either delivering IT services to our clients, or the attraction and development of First Nations youth into the IT industry.



Relationships



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2024	Lead: Partnerships & Procurement Pillar Lead Support: RAP Working Group Chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	Partnerships & Procurement Pillar Lead
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Cultural Awareness Pillar Lead
	RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2024	Cultural Awareness Pillar Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2024	Cultural Awareness Pillar Lead
Promote reconciliation through our sphere of influence.	Re-communicate our commitment to reconciliation to all staff.	March 2024	RAP Champion
	Continue to identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2024	Partnerships & Procurement Pillar Lead
	Continue to identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2024	RAP Working Group Chair
	Provide an update on our First Nations' Program to staff	June 2024	RAP Working Group Chair
	Establish at least 2 First Nations organisations on our "CGI for Good" platform for volunteering / partnering opportunities for staff	October 2024	CSR Pillar Lead



Action	Deliverable	Timeline	Responsibility
	Continue to support and champion First Nations Organisations through promotion and donations.	June 2024	CSR Pillar Lead
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	March 2024	Governance Pillar Lead
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	Governance Pillar Lead

Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Get re-approval of our business case from the Australia Business Unit CEO for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation for 2025.	March 2024	Cultural Awareness Pillar Lead
	Conduct a review of cultural learning needs within our organisation via an employee survey. This will include assessing the overall effectiveness and impact of the mandatory online learning modules launched in August 2023.	March 2024	Cultural Awareness Pillar Lead
	Follow up completion of mandatory Aboriginal and Torres Strait Islander on-line learning for all current and new employees, to be completed by 28 Feb 2024 or within 6 months of joining CGI, with 90% completion rate.	February 2024	Cultural Awareness Pillar Lead
	Engage a First Nations' Organisation to conduct cultural learning specific to each office location.	March 2025	Cultural Awareness Pillar Lead
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2024	Cultural Awareness Pillar Lead
	Re-communicate for staff's understanding, the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2024	Cultural Awareness Pillar Lead



Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2024	Cultural Awareness Pillar Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Cultural Awareness Pillar Lead
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	Cultural Awareness Pillar Lead

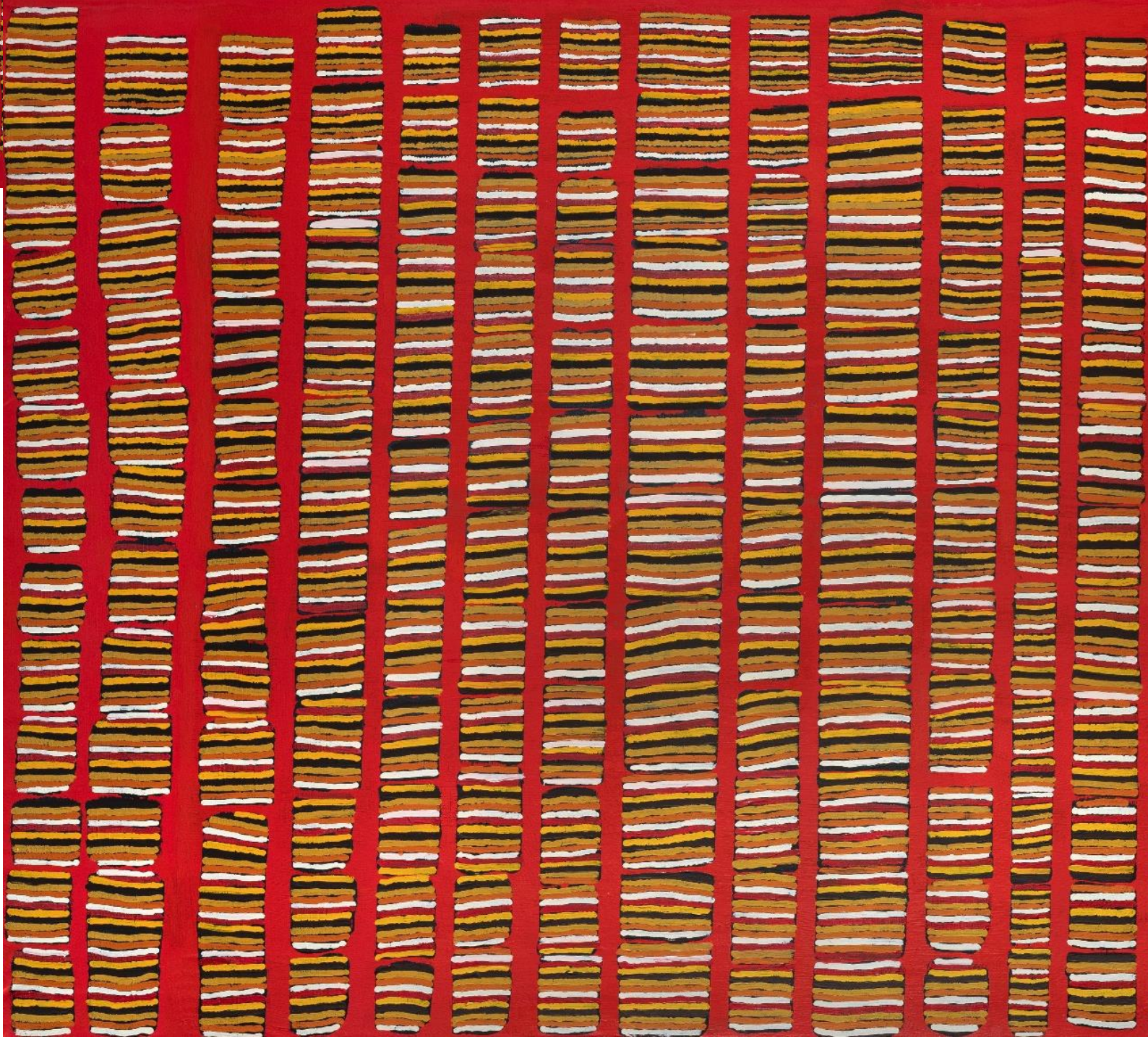
Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Formally support and/or partner with a First Nations Organisation focused on the education opportunities of Aboriginal and Torres Strait Islander youth.	April 2024	Business Unit Leader
	Deliver a STEM (Science Technology Engineering and Maths) Camp for Aboriginal and Torres Strait Islander youth to introduce them to the IT industry.	December 2024	Development Pillar Lead
	Build formal understanding of current Aboriginal and Torres Strait Islander staffing through ethnicity reporting to inform future employment and professional development opportunities.	October 2024	Regional Member Services Consultant
	Review business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2024	Development Pillar Lead
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2024	Partnerships & Procurement Pillar Lead
	Investigate Supply Nation membership.	August 2024	Partnerships & Procurement Pillar Lead

Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Formalise the RWG roles within our RWG to govern RAP implementation.	February 2024	Governance Pillar Lead
	Draft a Terms of Reference for the RWG.	April 2024	Governance Pillar Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2025	Governance Pillar Lead
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2024	Governance Pillar Lead
	Re-engage senior leaders in the delivery of RAP commitments.	October 2024	Governance Pillar Lead
	Re-confirm a senior leader to champion our RAP internally.	October 2024	Governance Pillar Lead
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2024	Governance Pillar Lead
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Governance Pillar Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Governance Pillar Lead
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Governance Pillar Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2025	Governance Pillar Lead



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**RECONCILIATION
ACTION PLAN**

REFLECT

CGI