



CGI Partnerbenefits Australia



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Introducing CGI Partner Benefits

CGI's total compensation package aims to offer something for every CGI Partner. We know that our strength and success is reliant on the talent, drive and commitment of our Partners and for this reason, we strive to create an enjoyable and rewarding work environment, where you can build a career.

Our Partner benefits are aligned with CGI's philosophy of developing an ownership culture in which all Partners can feel empowered to contribute to CGI's success. When you join CGI, you have the opportunity to become an owner, by participating in the Share Purchase Plan (SPP). Our aim is for every Partner to reap the benefits of ownership, have the tools and resources required to shape your career and have access to programs that contribute to a healthy work-life balance.

All benefits are open to permanent and maximum-term contract employees working in Australia, unless stated otherwise.

Benefits are subject to the individual policy conditions and this guide provides a general overview only. CGI reserves the right to change the benefits contained in this guide at its' discretion. CGI's compensation and benefits programs are reviewed regularly to promote the best interests and needs of our Partners while ensuring that we remain competitive.

The information pack was last updated to reflect benefits from 1 April 2024.

Ownership Programs

Central to CGI's philosophy is developing an ownership culture in which all Partners can contribute to CGI's success. We believe that our success comes from the strength and commitment of our shareholder Partners. When you join us, you have the opportunity to become an owner of your company. Only permanent Partners are eligible for our Ownership programs.

Share Purchase Plan (SPP)

This plan enables Partners to buy CGI shares and obtain a company match on the basic contribution.

CGI will match your contribution "dollar-for-dollar" up to the value of 3.5% of base salary. Your shares are available to sell or withdraw at any time with no holding period. You can even change the amount you contribute each month.

Profit Participation Plan (PPP)

You'll participate in the rewards that come from CGI's growth. This plan distributes a portion of our profits based on the achievement of CGI's financial objectives, as well as individual performance.

PPP target bonus is a percentage of your annual base salary. It is typically paid in December.

PPP is a discretionary plan designed to support the needs of the business and eligibility conditions apply to scheme participation.



Insurances

Salary Continuance, Life and TPD Insurance

CGI wants our Partners to feel secure and therefore provides free salary continuance, life and total & permanent disablement insurance.

Life and TPD insurance coverage is 2x base salary.

Salary continuance insurance includes 75% of base salary after 90 days until you return to work, for up to 5 years.

Permanent Partners are eligible for these benefits who are on a contract of at least 15 hours per week. The payments are subject to caps and age thresholds.

Partners employed on a fixed-term contract longer than 6 months are eligible for life and TPD insurance. Fixed-term contract Partners employed for longer than 12 months are also eligible for salary continuance insurance.

Health Insurance

CGI has partnered with [Bupa](#), to provide you with access to a voluntary corporate health insurance plan, at a special rate. Benefits also include a customer loyalty bonus (meaning you can claim more back on



extras straight away), rewards and discounts from over 40 partners with Bupa Plus, a 15% discount on travel insurance premiums and 10% off all other general insurance premiums.

The cost of the insurance plan is not covered by CGI.

Health & Wellbeing Programs

Oxygen

Oxygen, our global health and wellbeing program, is made up of a multidisciplinary team of health experts who support our Partners in their efforts to adopt a healthier lifestyle through a variety of preventive and awareness activities and services.

All Partners have access to the Oxygen Portal and Oxygen App, providing on-demand resources to seek advice, read up or research on health and wellbeing topics.

Australian Oxygen initiatives are updated each year and have included things like skin cancer checks, flu vaccines, workshops with external guest speakers and lots more.

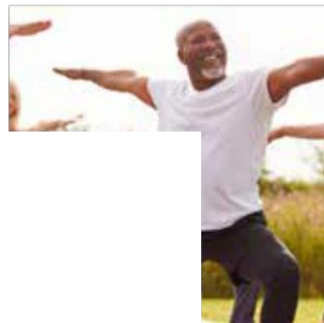
Partner Assistance Program

CGI's Partner assistance program is completely confidential and accessible 24/7 for you and your family. It provides consultation, psychological counselling and support services such as financial and legal advice to help you through your personal and/or professional challenges.

There is a helpline and an online portal where you can seek help and advice if you don't want to talk to someone straight away. Included in the service are up to 5 complimentary counselling sessions.

Mental Health First Aider (MHFA) Network

The CGI Mental Health First Aider (MHFA) network consists of over 250 MHFAs across the business unit. The network is coordinated by the Oxygen team, and forms part of the health and wellbeing program.



The aim of the MHFA network is to create and maintain an open culture around mental health at CGI, encourage greater awareness and openness about mental health, and enable Partners to access support when needed.

Best Doctors Program

CGI Partners have access to Best Doctors through the insurance provided by MLC Life Insurance (see insurance section for eligibility).

Best Doctors is a global service that provides clarity and certainty when facing a medical condition, physical or psychological. If you are unsure about your diagnosis, your condition is not improving, you're unsure if your treatment plan is correct or if you want questions answered about your condition, the program connects you with world-leading medical specialists. The program is available for you and your immediate family.

Leave Programs

Paid Parental Leave

CGI encourages a healthy work-life balance. This includes taking the time that you need to nurture a new family member with the security of industry-leading paid parental leave.

Primary caregivers receive 16 weeks paid parental leave at full salary (in addition to government-funded parental leave). 12 weeks is paid when you commence your parental leave and 4 weeks is paid after returning to your role for 3 months.

Secondary caregivers receive 2-weeks of paid parental leave.

This policy is gender neutral. The paid parental leave program is available to permanent Partners after 6 months of service.

Annual Paid Volunteer Day

Corporate Social Responsibility (CSR) is one of our core values. We play an active role in helping our communities through fundraising initiatives, planting trees and sponsoring kits for local sporting teams. Each permanent Partner can access one paid volunteer day per year.

Paid Study Leave

Every permanent Partner creates a development plan with their leader. This typically includes a range of development activities such as on-the-job training, shadowing, mentoring, online learning and formal training. Study leave could be included in this plan to a maximum of 4 days per annum.

Annual Leave Purchase & Sell

We realise that Partners have additional commitments outside of work, which is why we offer all permanent Partners the opportunity to purchase up to 2 weeks' annual leave per calendar year.

For those who have excessive leave and would like to cash it in, we also offer this option, subject to guidelines.

Family & Domestic Violence Leave

We recognise that Partners may face family and domestic violence that affects their attendance or performance at work. We are committed to providing



support to Partners that experience family and domestic violence and we provide 5 days of paid leave per year, when needed.

Defence Reservists

We recognise the special contribution of our Partners to train and serve in the defence and protection of Australia and are committed to supporting Partners who are part of the Australian Defence Force (ADF) Reserves, through special paid leave of up to 10 days per year.

Recognition Programs

One of CGI's key leadership principles is for leaders to recognise the value of others and give credit for their team members' accomplishments. We celebrate and reward the contributions of our colleagues through a variety of programs.

- APPLAUD is our peer-to-peer e-recognition platform, where you can say thanks to your team members with management visibility.
- The Partner Recognition tool is used when a Partner goes above and beyond. After a nomination has been made and approved by the BU Leader through this tool, the partner will receive a gift.
- In our quarterly all-hands meetings, we announce 3 partners who have excelled in the previous quarter. Our 'outstanding partner awards' go to one partner, new partner and leader. Winners receive a gift.
- Our annual core value awards go to 6 partners from across Australia, who are selected based on their demonstration of the CGI core values. Each winner receives a gift.

Tenure Awards Program

At CGI we have a very high number of long-standing partners, who have worked for CGI for 10, 20, 30 and even 40 years! Their contribution to the company is recognised and rewarded through our tenure awards program.

After 5 years working with CGI, you receive your first milestone lanyard and the option to expense a meal with your family or friends.



At 10 years (and each 5-year milestone thereafter) you receive a new lanyard, a gift voucher and money to expense a meal with your family or friends.

Partner Referral Incentive Program

CGI's Global Partner Referral Program gives you the opportunity to identify, attract and recommend qualified candidates who will contribute to building successful teams that have an impact on CGI's growth.

Where most referral programs will only offer a bonus when a referral is successfully employed, we will pay you a bonus for identifying qualified candidates for Australian vacancies (even if they are not hired).

The Partner referral bonus starts from when you sign the employment contract. No need to wait until your first day with CGI.

Career Development Programs

As a talent-focused business, CGI fosters a culture where learning is embedded in our daily lives. We provide valuable learning opportunities to all Partners.

CGI Academia

CGI Academia is CGI's global, on-demand e-learning platform. In an IT Consulting & Services company such as ours, it's not always easy to schedule time off from client engagements to take formal training. This is why CGI provides every Partner with access to on-demand learning resources that are available wherever and whenever it's most convenient for you, even from your mobile device.

Academia contains thousands of learning resources that cover a wide range of technical and business skills. It offers courses and playlists, online books and videos. It also includes learning paths for some of the most sought-after certifications in our industry such as ITIL, CompTIA, and PMI. These paths include test prep exams and even live mentoring!

External Training Partners

CGI partners with several external training providers supplying access to a wide variety of technical and non-technical courses and certifications.



CGI 101 & CGI Engagement

CGI 101 & CGI Engagements are two Key Manager Training Programs, aimed to enhance managers' leadership abilities.

Social Club

CGI encourages Partners to get together to build relationships through social clubs. These clubs receive financial support from CGI and organise a wide range of social activities for Partners, including family activities. Previous events in Australia have included bowling, bake-offs, go-karting, pub trivia and more.

Salary Sacrifice / Salary Packaging

Tools of Trade

Partners have the option to salary sacrifice work related items such as a portable electronic device, an item of computer software and other tools of trade.

Superannuation

Partners may choose to contribute additional superannuation through a salary sacrifice arrangement.

Novated Car Leasing

All permanent CGI Partners are eligible to have a novated car lease. CGI offers several motor vehicle leasing options.

Corporate Discounts

HSBC

As a Partner of HSBC's Employee Banking solutions, our Partners receive special offers and packages which are not available to the general public. Benefits are available across home loans, personal banking and credit cards.

Microsoft Home Use Program

CGI Partners can participate in the Home Users program, which enables you to get a discounted licensed copy of most Microsoft Office desktop applications to install on your home computer.

Specsavers

Specsavers Corporate Club offers CGI Partners and their families discounts against products and services to help take care of their eyes.

Dell

As a CGI preferred supplier [Dell](#) also offers special discounts to Partners.





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 hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

Learn more at cgi.com.au

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