



CGI IT UK Ltd
Social Value
Strategy
2024 - 2026





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Foreword

Traditionally Social value is defined through the Public Services (Social value) Act (2013) which requires all public sector organisations and their suppliers to look beyond the financial cost of a contract to consider how the services delivered can improve the economic, social and environmental wellbeing of an area.

Social value at CGI UK is the positive environmental and social impact we create for the members in our organisation, the communities we operate in, and in our supply chain to ensure we leave the environment and communities in a better place for future generations.

CGI IT UK Ltd takes a modern definition to social value. As a leading global business and IT services company, we understand the role we must play in contributing to a sustainable and socially responsible society. Our success in harnessing technologies depends on the creation and maintenance of effective partnerships to enable a future that realises the potential of innovation for social impact. Our expertise and support drive better education, health and through our robust social and environmental impact programmes, technical capabilities and broad network we can improve access to opportunities for disadvantaged groups.

Our dedication to Environmental, Social, and Governance (ESG) principles is not just a part of our strategy; it is woven into everything we do, reflecting this steadfast commitment to being a responsible business. At CGI, we believe that addressing sustainability is important for creating long-term value and recognise that our key stakeholders expect us to act now to safeguard our future. We are proud to present the measures and steps we have undertaken to ensure our organisation plays a key role in ensuring the transition to a sustainable future.

We will continue to hold ourselves and our suppliers accountable for meaningful improvements in the communities in which we operate. Our strategy delivers on the United Nation's Sustainable Development Goals by working to minimise negative outcomes and support positive social and environmental impacts. This strategy presents information about our Social value approach outlining the themes, priority areas and how we will deliver these priorities.



Mattie Yeta

Chief Sustainability Officer, UK & Australia

Social Value Governance

CGI IT UK Ltd operates a two-tier structure consisting of our Sustainability Executive Steering Committee chaired by the UK and Australia President, and our UK and Australia Sustainability Committee and working groups which are overseen by the UK and Australia Chief Sustainability Officer (CSO).

UK & Australia Sustainability Executive Steering Committee

Chair: **Tara McGeehan** President, United Kingdom and Australia

Tara McGeehan Central Government Senior Vice-President	Adrian Chiffi Senior Vice-President Global Technology	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	Forbes Mckay 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	Corporate CIO Office Robert Watson Director	Marketing & Communications Janine Bailey Vice-President
Global Business Engineering Steve Smart Senior Vice-President	Contracts & Commercial Management David Hodges Vice-President	Global Procurement Matthew Abbott Director	Security Robert Davies Vice-President	Engagement Assessment Services Martin Skinner 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
- Social value Working Group
- Operational and Strategic Planning Sustainability Working Group
- Sustainability Communication Working Group



Several internal working groups have been formed to ensure the UK Sustainability and ESG team is advised and consulted by key stakeholders across all areas of the business on strategic issues.

The current governance forums include but are not limited to:

- The Sustainable Environment Committee Group;
- The Social Sustainability Committee;
- Social value Leads Committee;
- Supplier Corrective Action Plan Committee; and
- Sustainable Operational Leadership Committee group all.

All working groups include participants from across the business, including senior stakeholders responsible for facilities and infrastructure management, procurement, health and wellbeing, HR and legal. All working groups meet monthly to discuss ESG priorities, including climate-related risks.

In alignment with the global risk and audit process, the Social Committee, Environment Committee and Operational Leadership Committees are used by the Sustainability Executive Steering Committee to inform CGI IT UK Ltd's strategy, risk assessment processes, risk management policies and procedures, annual budgets and business plans.

We conform to reviewing our social value and commitments in line with the CGI Strategic planning process. Strategy development takes place in the first half of the financial year within sustainability and will be approved by the executive steering committee and UKA President before the following financial year commences.

Commitments made as part of the social value strategy will be socialised with the internal forums which meet monthly in line with regular governance processes.

Forum	Accountabilities
ESG Executive Steering Committee	Our global ESG Executive Steering Committee is responsible for all sustainability matters. Members of this committee discuss and advise on sustainability strategy, targets, planning and budget.
Sustainability and Operations Lead Committee	<p>Responsible for distributing sustainability knowledge and tasks across the organisation through operational leads. Monthly meetings to discuss upcoming legislation, sustainability strategy including net zero targets, social value and budgets.</p> <p>The sustainability function meets regularly with each business unit to discuss progress and receive a view from across the business on sustainability strategy.</p>
Sustainability Corrective Action Plan Committee	Responsible for overseeing CGI's ESG supply chain approach including corrective action plans for suppliers. The UK & Australia sustainability team are responsible for the implementation of the ESG supply chain strategy, including targets.
Social Sustainability Committee	Responsible for overseeing CGI's social sustainability agenda in the UK. The UK & Australia CSO and UK Governance Lead are responsible for setup and implementation of the social sustainability strategy, including targets. The committee discusses agenda items such as social value, emerging regulations, supply chain approach.
Environmental Sustainability Committee	Responsible for overseeing CGI's environmental sustainability agenda in the UK. The UK & Australia CSO and UK Net Zero Lead are responsible for setup and implementation of Net Zero Strategy, including targets. The CSO also frequents the committee with other climate related agenda items such as waste management, nature and biodiversity, and emerging regulations.
Social Value and Sustainability Committee	Responsible for overseeing CGI's social value agenda in the UK. Monthly meetings to discuss upcoming legislation, social value impact, targets and reporting.
Sustainability Working Groups	<p>Ad-hoc working groups and networks reporting to the UK & Australia CSO and UK & Australia Sustainability Committee. These groups advise on specific</p> <p>environmental and sustainability matters including TCFD, social and client facing sustainability, social value, operational and strategic planning, and sustainability communication.</p>

Our approach to social value

The 'good' we deliver can be equated to an estimated financial value. We call this the 'Proxy Value'. This is calculated following guidance from various frameworks for all financial outcomes. Most importantly, the calculation reflects the benefit above what might happen without the intervention. In addition to a monetary value, it is important to 'tell the story' Social value through geographic regions supported by various projects and activities across several functions.

Reporting

We report proxy values of our activity using our in-house social value tool in order to fully align with the outcomes experienced by our direct and indirect stakeholders. Our nurtured relationships with these stakeholders allow us to understand the materiality of activity and outcomes, thereby driving our approach to measurement and approach to social value activity. Based on the outcome of these discussions, the most material issues are assigned proxy values based on the extent to which an outcome has realised and the most applicable outcome from the various industry recognised frameworks detailed below. Our stakeholders keep us honest and through sharing their experiences enable us to value the things that matter.

As part of our reporting plan, we will establish initial social value metrics in line with our commitments and aim to review these annually as our practice evolves. The social value commitments within this strategy are included in the social value tool.



Our Social Value Process

1

Framework

- Social Value Quality Mark
- National Social Value Standard
- HM Green Book
- National TOMs Framework
- SDGs
- SBTi
- TNFD

2

Evidence

- Stakeholder data input from projects

3

Evaluate

- Proxy Values
- Monetary and non Monetary

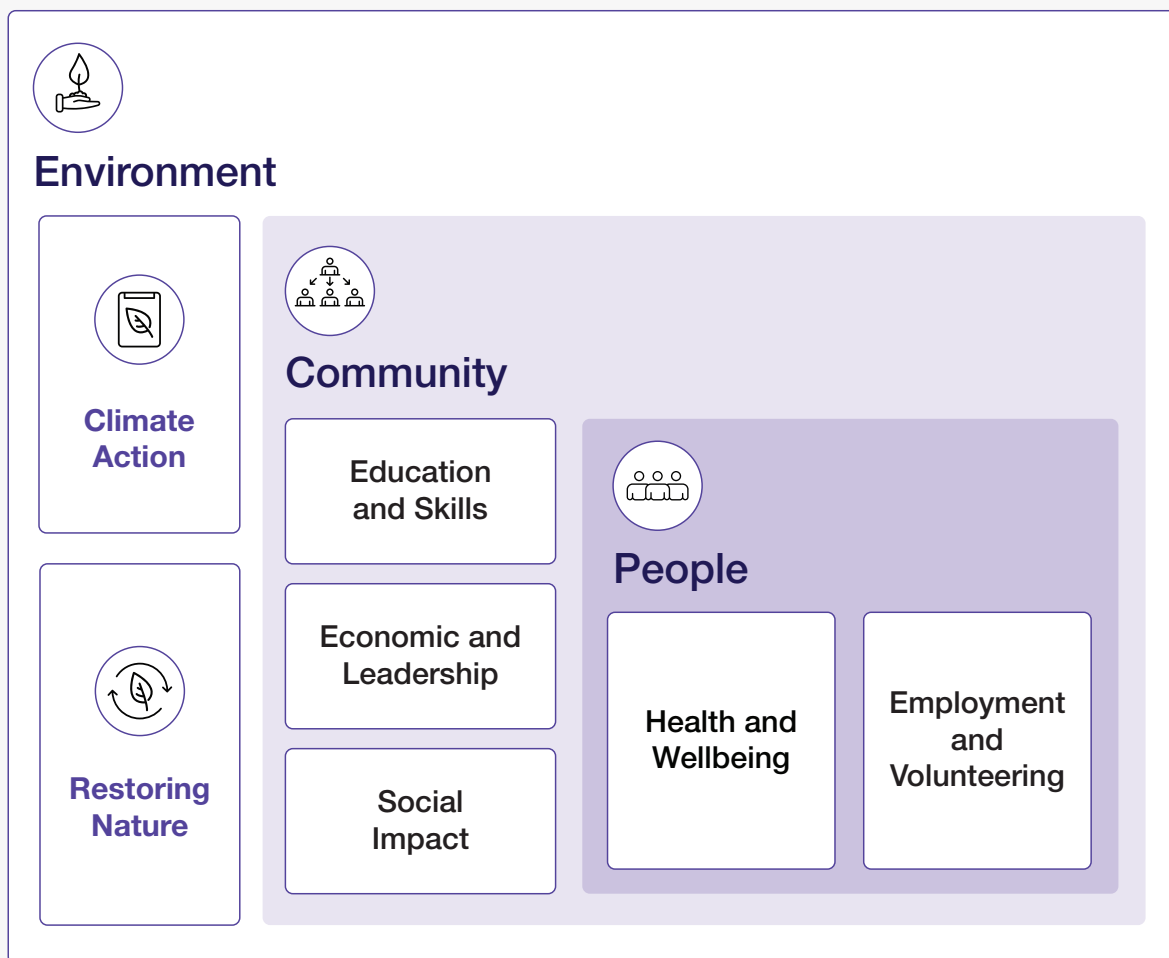
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Report

- Social Value Tool

Social Value Strategy Themes and Priorities

Social Value Themes



Social Value Priorities



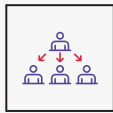
Environment

Climate Change

- Supply chain spending
- Flooding incidents
- Carbon dioxide equivalent

Restoring Nature

- Biodiversity units
- Water use



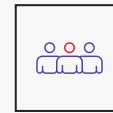
Community

Education and Skills

- Career advice
- Mentoring relationship
- Primary and secondary School
- Site visit
- Stakeholder engagement
- Training

Economic and Leadership

- Payment made within 30 days
- Small business/non-profit support
- Supply chain spending



People

Health and Wellbeing

- Health
- Job quality

Employment and Volunteering

- Apprenticeships
- Equal opportunities
- Flexible working arrangements
- Jobs
- Local
- Part-time
- Tackling inequality
- Volunteering
- Working pattern
- Workplace diversity

Our Social Value Commitments



People	
Health and Wellbeing	<ul style="list-style-type: none"> • Flexible working: 10% workforce with access to flexible working arrangements • Access to opportunities and support: The annual change in employee wellbeing as a result of leadership development • Member Satisfaction: Feedback from members and leaders via our Member Satisfaction Assessment programme (MSAP)
Employment and Volunteering	<ul style="list-style-type: none"> • Employee Volunteering: More than 1000 CGI members will volunteer more than 6000 hours in 2024, supporting more than 200 different community groups. • Living Wage Employer: paying our employees the National Living Wage • DEI: Annual reports on the Gender and Ethnicity pay gap each year.

Community	
Education and Skills	<ul style="list-style-type: none"> • STEM: CGI will host 10+ STEM events annually, working with schools and colleges from across the UK to reach more than 500 students and involve more than 50 CGI volunteers • Skills Development: CGI will host more than 50 virtual and in person Employability sessions across the UK in FY24. The programme will involve more than 100 CGI Members and aims to reach more than 1000 students. • Sustainability Career Opportunities: CGI will continue to run an annual sustainability careers fest with more than 1800 students projected and around 250-member volunteering hours per event.
Economic & Leadership	<ul style="list-style-type: none"> • Supply chain: spend on SMEs set at 5% of total contract value internally • Training: Investment in supply chain learning through our Ethical Business Forum
Social impact	<ul style="list-style-type: none"> • Financial Support: Donations made to charities and community groups will take place annually through charity committee • Sport & Cultural Activity: Number of kits sponsored per year

Environment	
Climate Action	<ul style="list-style-type: none"> • Net Zero by FY26 in the UK, and FY2030 Globally • Reduce our GHG emissions in line with our set 1.5 °C near-term science-based targets • 50% Suppliers to have set SBTis by 2026 • 100% renewable electricity in all UK buildings by 2026 • 100% electric company fleet by FY2026 • Removal of waste through litter picks • Carbon sequestered through tree planting
Nature restoration	<ul style="list-style-type: none"> • Installation of Bees in local offices to improve nature and biodiversity



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.

cgi.com/uk

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The CGI logo consists of the letters 'CGI' in a bold, red, sans-serif font. The 'C' and 'G' are connected at the top, and the 'I' is a simple vertical bar. The logo is positioned in the bottom right corner of the page.