



Cognizant 2018 Gender Pay Gap Report

Our employees are central to Cognizant's exceptional client service and industry-leading growth. We are committed to increasing the diversity of our workforce, including the number of women in management and senior leadership roles globally, via our Women Empowered program. The future of work is inclusive and Cognizant is committed to elevating the experience of work for women.

At a Glance

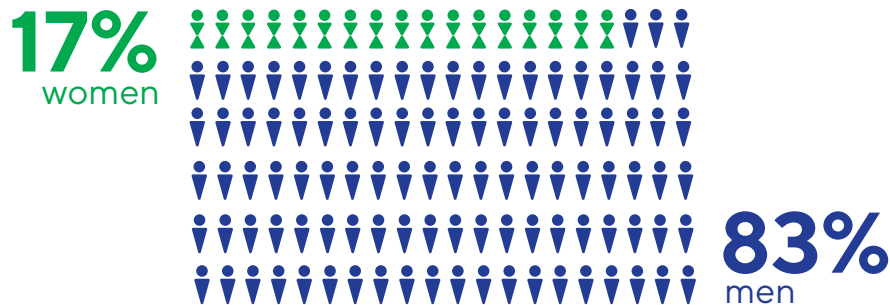
As one of the world's leading professional services companies for the digital era, we are proud to be an employer with a strong focus on providing an outstanding work environment, developing and nurturing talent and continuously optimising employment practices. We have been certified as a **Top Employer** in the U.K. for the last 5 years, included in the **Inclusive Top 50 U.K. Employers List**, and have been named by Fortune magazine on their annual **World's Most Admired Companies** list for 10 years running. We also appear on the **Thomson's Top 100 Global Tech Leaders 2018** list and have been accredited by the **Living Wage Foundation** as a Living Wage Employer.

At Cognizant we take steps every day to ensure that we live our values of transparency, passion, empowerment, collaboration, customer focus and integrity. Our Women Empowered program, for example, promotes and celebrates female role models in Cognizant by providing educational, developmental and networking opportunities. It has continued to grow and expand in this last year.

As Cognizant U.K. has over 250 employees, it is required to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report, published in April 2019, sets out the figures for Cognizant U.K. as at the snapshot date in April 2018.

The gender pay gap is the difference between the average mean and median earnings (hourly pay, as well as bonus pay out) of all men and women across the organisation. The mean and median hourly rate of pay for men and for women is calculated in relation to all employees, regardless of level and whether full or part time. This is not to be confused with equal pay, which means that men and women in the same employment performing equal work must receive equal pay.

Our Cognizant U.K. median gender pay gap of 11.2% continues to be less than the U.K. average (median) gender pay gap which is currently 17.9% (as reported by the Office of National Statistics). Our mean and median gender pay gaps have reduced by 1.5% and 0.4% respectively since our 2017 report. However, we recognise we still have more work ahead of us. A report from Deloitte in 2016 suggested that technology companies such as ours would not achieve pay parity until 2069 but we aspire to achieve it much sooner.



Source: Cognizant April 2018



Gender Pay Gap Results

These illustrations outline the pay distribution for male and female employees at Cognizant across the four pay quartile bands and gaps between the mean and median of their pay and bonuses.

Cognizant U.K.'s median gender pay gap of 11.2% is less than the U.K. average (median) gender pay gap of 17.9% (as reported by the Office of National Statistics).

16.4%
Mean pay gap

11.2%
Median pay gap

44.4%
Mean bonus gap

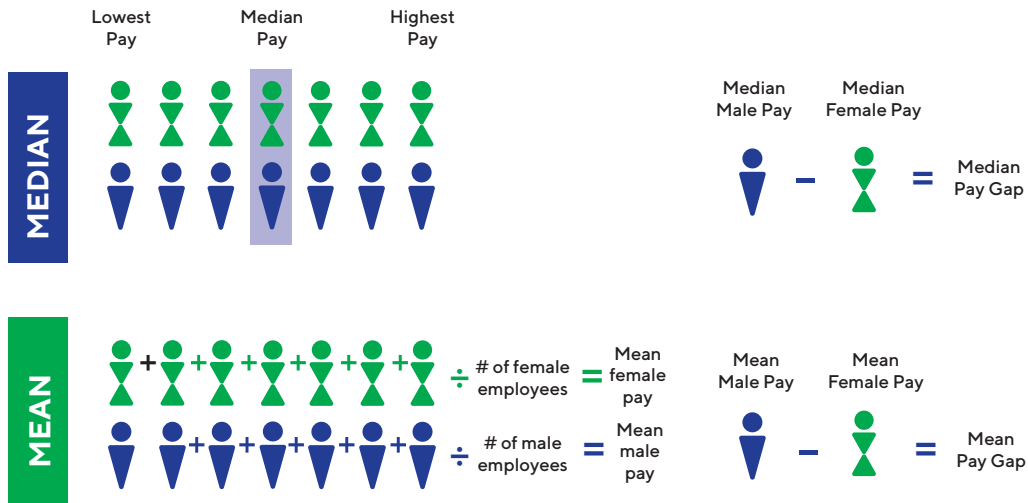
11.5%
Median bonus gap

85%

88%

Percentage of employees receiving bonus

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	89%	11%
Upper Middle	85%	15%
Lower Middle	84%	16%
Lower	73%	27%



“We will continue to grow awareness and momentum for a more diverse and inclusive environment through focussed programs. Greater diversity is crucial for fostering a strong culture and building highly effective teams.”

Vivek Daga, Country Manager U.K. & Ireland

Commitment & Actions Taken

The underrepresentation of women in the science, technology, engineering and mathematics (STEM) fields continues to be an industry-wide issue.

Whilst our median gender pay gap of 11.2% is less than the U.K. average (median) gender pay gap of 17.9% we still have more work ahead of us to address the gender imbalance and gender pay gap in our workforce.

In the year to April 2018, around 29% of our graduate recruits were female. We continue to target and attract new senior female hires to grow our company— in the year to April 2018 16% of our senior hires were female.

Cognizant U.K. continues to nurture an inclusive and diverse work environment where all associates can flourish, develop and achieve their full potential. We have taken some actions to progress in this area in the year to April 2018 including improving our maternity and adoption pay, taking part in industry forums and building programs that help us to build a diverse leadership pipeline. Our Women Empowered network continues to flourish, organising internal events enabling our associates to network and develop.

With our Outreach program, we marked International Women's Day 2018, by inviting three charities supporting causes for women to a community business forum for an intense 3-hour consulting session and we held a collection drive for a charity that helps women gain employment by dressing and coaching them for interviews.

Declaration



We confirm the gender pay gap data contained in this report for Cognizant Worldwide Limited is accurate and has been produced in accordance with the guidance on gender pay gap developed by ACAS, and calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Vivek Daga, Country Manager
U.K. & Ireland

Claire Molloy, Senior Director
U.K. & Ireland

ABOUT COGNIZANT

Cognizant (Nasdaq-100: CTSH) is one of the world's leading professional services companies, transforming clients' business, operating and technology models for the digital era. Our unique industry-based, consultative approach helps clients envision, build and run more innovative and efficient businesses. Headquartered in the U.S., Cognizant is ranked 195 on the Fortune 500 and is consistently listed among the most admired companies in the world. Learn how Cognizant helps clients lead with digital www.cognizant.com or follow us [@Cognizant](https://twitter.com/Cognizant)

World Headquarters

500 Frank W. Burr Blvd.
Teaneck, NJ 07666 USA
Phone: +1 201 801 0233
Fax: +1 201 801 0243
Toll Free: +1 888 937 3277

European Headquarters

1 Kingdom Street
Paddington Central
London W2 6BD England
Phone: +44 (0) 20 7297 7600
Fax: +44 (0) 20 7121 0102

India Operations Headquarters

#5/535 Old Mahabalipuram Road
Okkiyam Pettai, Thoraipakkam
Chennai, 600 096 India
Phone: +91 (0) 44 4209 6000
Fax: +91 (0) 44 4209 6060