



# Cognizant Ireland 2022 Gender Pay Gap Report

At Cognizant, we celebrate diversity and inclusion across our workforce, in our communities and in our partnerships. We are committed to supporting gender diversity and elevating the experience of women in the workplace.

Our employees are our foundation, and we recognise that our people are our most important asset. Our people drive our exceptional client service and industry-leading growth. We strive to cultivate an inclusive work environment in which all employees feel valued, are engaged and have the opportunity to develop and succeed.

We are continuing to drive inclusion via our Women Empowered programme throughout Cognizant.

## Overview

Cognizant helps companies modernise technology, reimagine processes and transform experiences so they can stay ahead in a fast-changing world. At Cognizant, we work every day to create conditions for everyone to thrive, and we are committed to providing an inclusive and positive work environment for all associates. We offer the flexibility, support and opportunities all levels of associates need to take their lives and careers to new places.

Our commitment to diversity and to our employees continues to be widely recognised:

- Top Employer in Ireland for 2022
- On Fortune's annual World's Most Admired Companies list for 13 years running
- Diversity in Tech Award 2022 for Most Diverse Company of the Year

The Cognizant Agenda, launched in 2020, encompasses our Purpose, Vision, Bold Moves and Values, one of which is to continue to develop our talent by building a world class, diverse and inclusive team. Our values expressly state that we will create conditions for everyone to thrive and to ensure that Cognizant and all associates are including and investing in everyone around them.

Our Leadership Team has committed to improve levels of diversity and create more inclusive teams and champions within the organisation, via the Cognizant Agenda. Cognizant's Global Diversity team continues to lead our progress in this area.

Our affinity group, Women Empowered (WE), exists to elevate the experience of work for women. The WE group is committed to recruiting more women to positions at all levels throughout Cognizant, providing career growth and leadership development opportunities to build a strong female-led community within the technology industry. The group is an important resource for women within Cognizant, offering mentoring and development resources, and is a key talent pool for all Cognizant lines of business and our clients.

Our local Women Empowered group has continued to grow, evolve and expand in this last year while focusing on four key pillars: Attract, Retain, Network and Develop.

## Gender pay gap reporting

As Cognizant Ireland has over 250 employees, we are required to comply with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. This report, published in December 2022, sets out the figures for Cognizant Ireland at the snapshot date of 30 June 2022.

The gender pay gap is the difference between the average mean and median earnings (hourly pay and bonus pay) 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 they are full or part time. Gender pay gap 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.

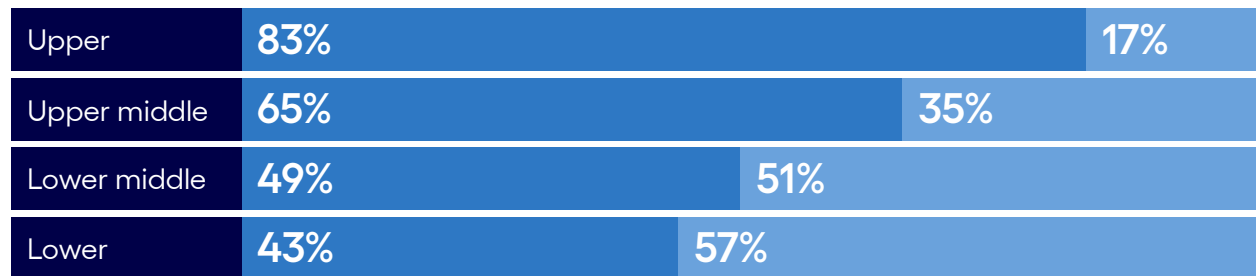
## Gender pay gap results

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

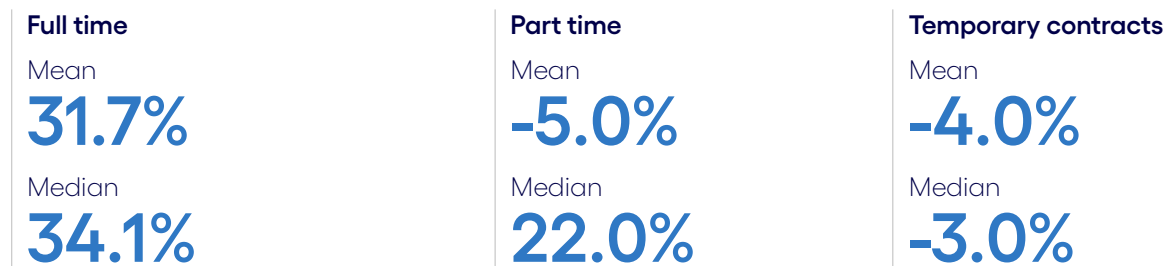
Gender breakdown (as at 30 June 2022):



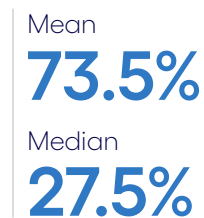
Proportion of employees in each pay quartile band



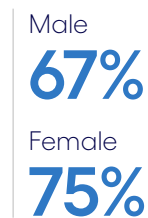
Hourly gender pay gaps:



Bonus pay gap:



Receiving a bonus:



### Mean

Combined female pay ÷ # female employees = Mean female pay  
 Combined male pay ÷ # male employees = Mean male pay

Mean male pay - Mean female pay = **Mean pay gap**

### Median

Middle pay point of all female employees = Median female pay  
 Middle pay point of all male employees = Median male pay

Median male pay - Median female pay = **Median pay gap**

“Diversity & Inclusion is a global priority. In the UK&I we continue to focus on programmes and build an environment to achieve an equitable workplace. Inclusion is crucial for fostering a strong culture and delivering a first class service to our clients.”

**Rob Walker**

President Global Growth Markets

## Addressing the gender pay gap

The underrepresentation of women in the science, technology, engineering and mathematics (STEM) fields continues to be an industry-wide issue and impacts the demographics of our organisation’s population. Our median hourly pay gap of 34.1% is driven by a combination of an underrepresentation of women in our higher grades and in the roles requiring skills that command a premium in the market. Given the relationship between bonus, grade and salary, this underrepresentation of women flows through to our median bonus pay gap of 27.5%. We continually strive to balance our gender profile and encourage more women to higher grades within Cognizant.

Cognizant’s Talent Acquisition Group continues to seek opportunities and methodologies to ensure a diverse talent pipeline for now and for the future.

Our Women Empowered (WE) community will receive the support and engagement required to see it continue to go from strength to strength. The members of the WE community are keen advocates of female empowerment and gender equality in all areas. The WE community is open to all associates who are interested in gender diversity, regardless of their gender, and we welcome allies, of whom there is a growing number. During 2022, the WE community continued to organise events and activities, bringing the issues of gender diversity to the attention of all associates.

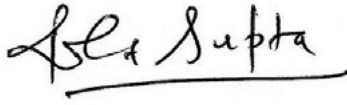
Our Working Families program, originally launched in October 2019, continues to provide seminars and engagement to support associates and their managers in meeting the competing demands of work and family. The Working Families program provides support via interactive online sessions on a number of important issues.

Outreach is part of Cognizant’s ESG program. Outreach mobilises our associates’ expertise and enthusiasm through volunteer work. We focus on increasing inclusion in tech and support community projects that help advance technology education, training and inclusion. We aim to increase the use of technology for good and use technology to deliver improved social, economic and environmental outcomes.

Cognizant is committed to addressing the gender imbalance and pay gap in our Irish workforce. Part of this commitment is to implement actions that will make a real difference to closing the gap. Our action plan includes carrying out more audits of our current pay by gender and setting actions driven by the results. We will work towards greater pay transparency and continue to educate those with responsibility for recruiting and promoting our teams on unconscious bias and understanding and reducing the gender pay gap. We are on a journey and recognise that there is more to do, but through our action plan we are taking responsibility for change.

## Declaration

We confirm the gender pay gap data contained in this report for Cognizant Technology Solutions Ireland Limited is accurate and has been produced and calculated according to the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.



**Rohit Gupta, SVP**  
UK & Ireland Country Head



**Susie Gahan, AVP HR**  
UK & Ireland



Cognizant (Nasdaq-100: CTSH) engineers modern businesses. We help our clients modernize technology, reimagine processes and transform experiences so they can stay ahead in our fastchanging world. Together, we're improving everyday life. See how at [www.cognizant.com](http://www.cognizant.com) or [@cognizant](https://twitter.com/cognizant).

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