



Cognizant 2020 Gender Pay Gap Report

We are committed to supporting gender diversity across the workplace, levelling the playing field for women in tech careers in the UK and around the world.

Our employees drive our exceptional client service and industry-leading growth.

We are fostering an environment that's helping us increase the number of women in leadership roles and we are driving inclusion via our Women Empowered programme throughout the organisation.

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 inclusive and positive work environment. We develop and nurture our talent and continuously optimise employment practices. We have been certified as a **Top Employer** in the UK for the last 7 years, previously listed in the **Inclusive Top 50 UK Employers List**, and have been named by Fortune magazine on their annual **World’s Most Admired Companies** list for 11 years running, moving up from 484 in 2011 to 194 in 2020. Also, for the second time, Cognizant has been named to the **Forbes list of Best Employers for Diversity**. We continued to be accredited by the **Living Wage Foundation** as a Living Wage Employer during 2020.

During 2020, we launched our new Purpose, Vision, Bold Moves and Values, collectively referred to as the Cognizant Agenda. One of our Bold Moves is to super charge our talent by building a world class, diverse and inclusive team. This is underpinned by our values, which expressly state that we will create conditions for everyone to thrive and to ensure that Cognizant and all associates are including, enabling and investing in everyone around them.

Our Executive Committee has committed to improve levels of diversity and create more inclusive teams and champions within the organisation, via the [Cognizant-commitment](#). We were also delighted to appoint our first Global Head of Diversity, Shameka Young, during 2020 who is leading and growing the Global Diversity team.

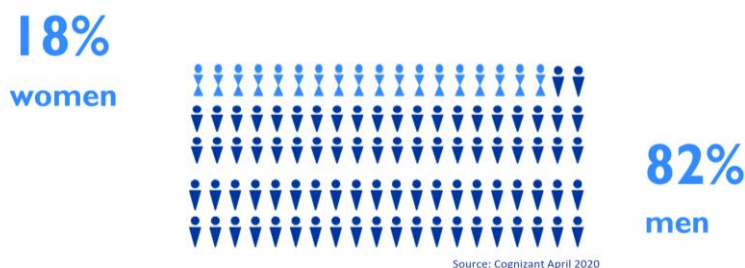
Our ever-growing **Women Empowered (WE)** affinity group aims to elevate the experience of work for women and creates impact for the business. The group is committed to recruiting more women to positions at all levels throughout Cognizant, providing career growth and leadership development opportunities, and building 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 in the UK has continued to grow, evolve and expand in this last year in supporting overall these aims working across four key pillar focus areas – Attract, Retain, Network and Develop.

As Cognizant UK has over 250 employees, we are required to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report, published in summer 2021, sets out the figures for Cognizant UK at the snapshot date in April 2020.

The gender pay gap is the difference between the average mean and median earnings (hourly pay, as well as 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 employees. 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.

Our Cognizant UK median gender pay gap of 6% continues to be less than the UK average (median gender pay gap, which is currently 15.5% (as reported by the Office of National Statistics in April 2020). Our mean gender pay gap has decreased by 5.4% since 2018 (being the last year’s figures on which Cognizant was obliged to report) and our median gender pay gap has reduced by 5.2% since 2018. We are pleased to note that within our industry and against our peers, we are either aligned or ahead of their reported numbers. Despite the reduction in our pay gap and our positive peer comparison, we accept and recognise that we still have further work ahead of us and we have identified a number of areas to continue to address and progress to help further close our gender pay gap in the coming years.



Source: Cognizant April 2020

Gender Pay Gap Results

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

Our Cognizant UK median gender pay gap of 6% is less than the UK average (median) gender pay gap of 15.5% (as reported by the Office of National Statistics in April 2020).

11%

Mean pay gap

6%

Median pay gap

47.7%

Mean bonus gap

10.6%

Median bonus gap

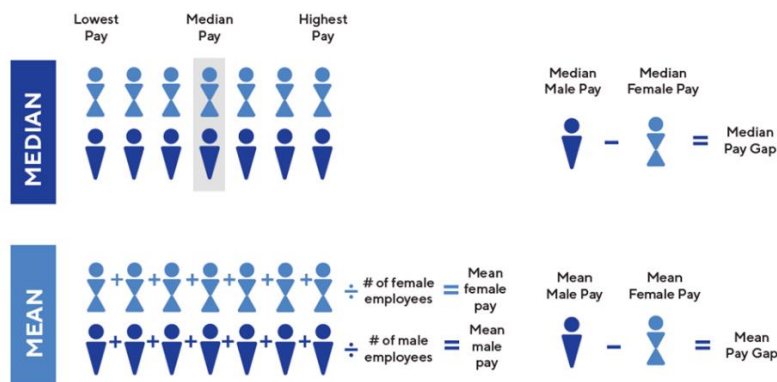
92%

% of men receiving a bonus

90%

% of women receiving a bonus

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	87%	13%
Upper Middle	85%	15%
Lower Middle	81%	19%
Lower	75%	25%



Commitment and 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 6% continues to reduce and be less than the UK average (median) gender pay gap we still want and need to improve on this. We also acknowledge that we need to do more to address the bonus pay gap.

We became a signatory to the [Tech Talent Charter](#) the employer-led initiative encourages increased diversity in the workforce across the UK.

Cognizant continues to seek out opportunities and methodologies to ensure a diverse talent pipeline.

The local Women Empowered (WE) community is made up of approximately 1,142 members. The members have specifically requested to be part of this community so that they can receive regular and priority updates about WE activities. They are keen advocates and are interested in staying informed about the WE agenda. The WE community originated from the Network pillar, which was established to give associates the opportunity to grow their network as well as meet and learn from contacts that will be a source of support to them in their career.

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.

The WE community organised and participated in 40+ events during 2020. With the onset of Covid 19, WE enabled a number of virtual events and activities including:

- Virtual Lean Ins
- The Roaring Twenties of Tech, What's next? Discussing the technology industry, current trends and its influence on gender equality and its progress
- Thriving in the New Normal, bolstering resilience with the backdrop of the challenging COVID climate
- Escape Your Cage, addressing imposter syndrome
- Harness the Power of LinkedIn with a winning profile
- Books & Beyond, reviewing and discussing books, films and podcasts

A Working Families program was launched in October 2019, which included a series of seminars to support associates and their managers in meeting competing demands of work and family. Providing support via interactive Webex sessions so associates can join from any location, available for playback. Topics included:

- Parenting, Caring and Leadership
- Smart Working Dads
- Being dad: Manage your motivation to manage your time
- The Balancing Act
- Caring from a distance

During 2020, our senior leaders were measured against a number of enterprise goals including the number of senior female managers hired and retained. Our Outreach programme continues to focus on our Social Digital Empowerment that encourages young minds to grow from being users of technology to the innovators of the future. The aim is to empower and upskill girls and women in digital life cycle skills. We also hold enterprise, e-mentoring, STEM Adventure and digital skills enablement sessions to help build a pipeline of women for the future.

We have been delighted to see women at Cognizant recognised externally for their leadership and impact in technology.

Cognizant will continue to work on addressing the gender imbalance in our UK workforce and the gender pay gap.



I am delighted to see that we have made progress during testing times, we have much more to do to create and sustain a diverse workforce in our company and we are committed to making this happen.

Claire Molloy
Senior HR Director

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.

Rob Walker, SVP & Country Manager
UK & Ireland

ABOUT COGNIZANT

Cognizant (Nasdaq-100: CTSB) 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 US, Cognizant is ranked 185 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).

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