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## **Cognizant 2021 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 across the workplace 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 stay ahead in a fast-changing world. At Cognizant, we are working every day to create conditions for everyone to thrive. We are an employer who is committed to providing an inclusive and positive work environment for all our associates. We believe that continuous improvement is the catalyst for growth and innovation. 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:

- A **Top Employer** in the UK for the last 8 years
- On **Fortune's** annual **World's Most Admired Companies** list for 12 years running
- Named on the **Forbes** list of **Best Employers for Diversity**
- Accredited by the **Living Wage Foundation** as a **Living Wage Employer** during 2021.

The Cognizant Agenda, launched in 2020, encompasses our Purpose, Vision, Bold Moves and Values. One of our Bold Moves 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, enabling 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-Commitment. 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 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.

## Gender Pay Gap Reporting

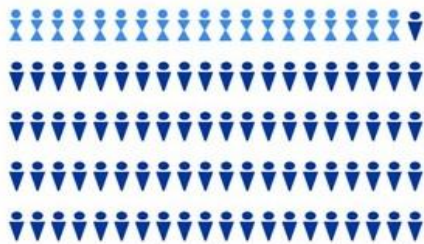
As Cognizant UK has over 250 employees, we are required to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report, published in April 2022, sets out the figures for Cognizant UK at the snapshot date in April 2021.

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 8% continues to be less than the UK average median gender pay gap which is currently 15.4% (as reported by the Office of National Statistics in relation to April 2021). Our mean and median gender pay gap have both seen an overall decrease since we were first obliged to report in relation to 2017. Reducing the gender pay gap continues to be of utmost importance to Cognizant and we will strive to eliminate the gender pay gap in the coming years while also increasing female participation in our workforce.

## 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.



Gender breakdown (as at April 2021)

Female 19%  
Male 81%

Our Cognizant UK median gender pay gap of 8% is less than the UK average (median) gender pay gap of 15.4% (as reported by the Office of National Statistics in relation to April 2021).

**13.1%**  
Mean pay gap

**8%**  
Median pay gap

**47%**  
Mean bonus pay gap

**10.8%**  
Median bonus pay gap

**94%**  
% of men receiving a bonus

**86%**  
% of women receiving a bonus

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	88%	12%
Upper Middle	81%	19%
Lower Middle	81%	19%
Lower	73%	27%



“Diversity & Inclusion is a global priority. In the UK 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, Country Manager UK & Ireland**

## 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.

Whilst our median gender pay gap of 8% continues to be less than the UK average (median) gender pay gap (and less than many of our competitors), we still have a strong desire to improve and ultimately move towards gender pay parity. Our bonus pay gap continues to be a focus for us. We know the bonus pay gap is driven by the compensation and bonus structures in place at higher grades where there is an underrepresentation of women. We are continually striving to balance our gender profile and encourage more women to higher grades within Cognizant.

We continue to be a signatory to the Tech Talent Charter; the employer-led initiative is leading a movement to address inequality in the UK tech sector and encourages inclusion and increased diversity in the workforce across the UK.

Cognizant's Recruitment and Talent Management teams continue to seek out 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 WE 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 2021, 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 supporting 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. During the last year in the UK, Outreach supported Tech Girls with a Sanitary Products and Sustainability Challenge on International Day of Women and Girls in Science. The virtual event reached 150 girls aged 14-15 years. Outreach volunteers worked with the girls in breakout groups to create an app that would help reduce plastic pollution through making informed decisions about menstrual products. The challenge blended Outreach's two main focus areas of supporting inclusion in tech, particularly with giving more young girls the chance to experience how exciting a tech career could be, and driving community impact. As part of our inclusion in tech work, Outreach also equips young girls and women with the skills needed to increase their employability. From digital to workplace to soft skills, we run a range of sessions and most recently had an Outreach volunteer deliver a 'Elevate your LinkedIn Presence' workshop to women supported by Code First Girls. The session was directed at women looking to start or switch their careers.

Cognizant is committed to continuing to work on addressing the gender imbalance in our UK workforce and the gender pay gap, and 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 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, Country Manager  
UK & Ireland

Susie Gahan, VP  
HR UK & Ireland

## About Cognizant

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



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