



Gender pay gap report 2022

Introduction

As one of the largest global professional services companies we help clients modernise technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. We deliver this through our team of associates - our most important asset.

Statement from Rohit Gupta

Our purpose: We engineer modern businesses to improve everyday life

Our purpose, vision and values guide us. Our diverse community of Associates are working together to help transform the companies the world relies on, and are central to Cognizant's exceptional client service and industry-leading growth.

We recognise that our associates are critical to our success. We remain committed to integrating equality, inclusion and fairness across our business. Today, we are implementing programs that promote gender diversity across Cognizant and are progressively closing gaps where they exist.

Progress over the past year is encouraging but there is more we must do. Through initiatives such as our Women Empowered group and our UK & Ireland Diversity & Inclusion (D&I) council, which I am executive sponsor for, we will continue to elevate the experience of work for women and recruit more female talent to positions at all levels throughout our organisation.

Statement from Susie Gahan

At Cognizant, we offer the opportunities and flexibility to support all of our associates in their lives and work. It is our people who drive our exceptional client service and industry-leading growth and we strive to cultivate an inclusive work environment in which all associates feel valued, are engaged and have the opportunity to grow and succeed.

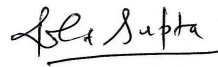
Women's equality is a priority. We are addressing the gender imbalance and the gender pay gap in our UK workforce. We are implementing multiple activities which will make a real difference to closing the gaps. Read more about our highlights in the **Addressing our gaps** section of the report.

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

- Forbes Worlds Best Employers 2022
- Forbes Best Employers for Diversity 2022
- Top Companies LinkedIn 2022
- Best Places to Work for LGBTQ+ Equality 2022 - Human Rights Foundation

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 the gender pay gap developed by Acas and calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rohit Gupta, SVP UK & Ireland Country Manager



Susie Gahan, AVP UK & Ireland HR Lead

Our data at a glance

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 2023, sets out the figures for Cognizant UK at the snapshot date in April 2022.

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 11.5% continues to be less than the UK average median gender pay gap which is currently 14.9% (as reported by the Office of National Statistics in relation to April 2022). Our mean and median gender pay gaps have both seen an increase from our 2021 report.

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 of 30 June 2022)

Male Female

76%

24%

Hourly pay gap:

Mean

16.2%

Median

11.5%

Bonus pay gap:

Mean

48.2%

Median

19.0%

Receiving a bonus:

Men

90%

Women

85%

Proportion of employees in each pay quartile band

Upper	88%	12%
Upper middle	80%	20%
Lower middle	77%	23%
Lower	65%	35%

The underrepresentation of women in STEM fields (science, technology, engineering and mathematics) continues to be an industry-wide issue and impacts the demographics of our organisation's population as well as the talent pool from which we hire.

We have significantly increased the number of new hires in this reporting period, and a greater proportion of this hiring has been focused on our lower grades than in 2020-21. It is in these lower grades that a greater proportion of our female hires are to be found. As such we have increased the proportion of female associates in these lower grades which contributes to the increase in our median pay gap. Given the relationship between bonus and both grade and salary, this flows through to the increase in our median bonus gap.



Addressing our gaps

Cognizant is committed to continuing to work on addressing the gender imbalance in our UK workforce and 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.

Highlights of our most recent actions:

- Our leadership is targeted to improve gender diversity of the senior management population.
- We have launched a **D&I council**. One of the council's key areas of focus is on attracting, developing, engaging and retaining women at senior manager and above levels.
- We are **investing in women** through increased recruitment, professional development and mentorship.
- Our **Women Empowered** Affinity Group, led by talented associates across the business, engage internally with employees and externally with clients and partners with a focus on three pillars - attract, hire and engage.
- Annually, we celebrate **International Women's day**. Our events include keynote speakers, networking forums, panels and workshops.
- Cognizant's first global **leadership development programme**, Propel, is designed to help women thrive in the digital age. Each Propel participant is paired with a mentor who is a company leader.
- Our **1:1 Mentorship programme** helps our female associates develop their skills and capabilities to help shape their careers and grow their professional network.
- We continue to be a signatory to the **Tech Talent Charter**. This 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 **Working Families community** provides support for associates and their managers in meeting the competing demands of work and family. The group provides support via interactive online sessions on a number of important issues.
- **Outreach** is part of Cognizant's ESG programme. 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 deliver improved social, economic and environmental outcomes through the use of technology.** Recent initiatives include:
 - Women in the Metaverse hackathon for International Women's Day 2022 where Outreach volunteers worked with female students from University of Westminster to inspire them to pursue digital careers and gain insight into working on a project team.
 - Mentoring for students at the University of Westminster. The group of Outreach volunteers spent six months working with students from the university in both group forums and 1:1 mentoring sessions. Most of the students were female and from black and minority ethnic backgrounds – two of the biggest underrepresented groups in tech.



Cognizant (Nasdaq-100: CTSI) engineers modern businesses. We help our clients modernise 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 or @cognizant.

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