



Cognizant Gender Pay Gap Report 2023

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. We're hard at work implementing programmes that promote gender diversity across Cognizant and will progressively close 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 employee resource group and our UK & Ireland Diversity & Inclusion (D&I) council, of which I am executive sponsor, we will continue to elevate the experience of work for women and recruit more women talent to positions at all levels throughout our organisation.

Statement from Susie Gahan

At Cognizant, we offer opportunities and flexibility to support all our associates in their lives and work. It is our people who drive our exceptional client focus 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.

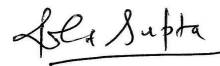
Our commitment to diversity and to our associates continues to be widely recognised:

- LinkedIn Top Companies 2022
- World 50 Inclusion and Diversity Impact awards 2023 – named for two awards Inclusion and Diversity Team of the year, and Inclusion and Diversity Leader of the year
- Top Employer Europe 2023

- Financial Times – Leader in Diversity 2023
- Veterans Armed Forces covenant silver award 2023
- Tech Talent Charter 2023
- Partner status with the Business Disability Forum and part of several Taskforces

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 sets out the figures for Cognizant UK at the snapshot date in March 2023.**

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 of 14.3% in 2023 (as reported by the Office of National Statistics). Our median gender pay gap remains consistent with our 2022 report, while our mean gender pay gap has decreased slightly over the same period.**

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 31 March 2023)

Male Female



Hourly pay gap:

Mean
15%
Median
11.5%

Bonus pay gap:

Mean
55.5%
Median
20.3%

Receiving a bonus:

Men
92%
Women
89%

Proportion of employees in each pay quartile band

Upper	87%	13%
Upper middle	80%	20%
Lower middle	75%	25%
Lower	65%	35%

The underrepresentation of women in STEM fields (science, technology, engineering and mathematics) continues to be an industrywide issue and impacts the demographics of our organisation's population as well as the talent pool from which we hire. **The overall demographics of our UK workforce remain broadly consistent with our 2022 report with regards ratio of women to men and how this is distributed across roles and levels, hence there is very little change to our overall pay gap for 2023.**



Addressing our gaps

Cognizant and its Leaders are committed to continuing work on addressing the gender imbalance and the gender pay gap in our UK workforce. We are on a journey and recognise that there is more to do, but through our action plan we are taking responsibility for change and are confident that we can make positive changes.

Highlights of our most recent actions:

- Our leadership is committed to enhancing gender diversity within our senior leadership ranks. To this end, a comprehensive training programme was launched in 2024, beginning with inclusive leadership behavioural training and a foundational session on psychological safety. Additionally, an initiative to facilitate 121 connections with female leaders was initiated towards the end of 2023 and is set to continue throughout 2024, this is part of our Be Empowered: Enriching Women Leaders series further underscoring our dedication to this important goal.
- In 2023, our Diversity & Inclusion Council was established, comprising of eight representatives from various business sectors. A primary objective of the council is to focus on attracting, developing and engaging women at senior management levels. The council reports to UKI Country manager and supported by Global Diversity and Inclusion Team. The council ensure that progress and challenges in these areas is communicated transparently on a quarterly basis with the employee base.
- The D&I council are supporting and encouraging all of our associates to complete our D&I beginners learning pathway by the end of 2024. Progress is being tracked and shared with the leadership.
- We are investing in women through increased recruitment, professional development and mentorship.
- In 2023, we trained 79 Senior Leaders in the UK to be Mentors for our Senior Manager and above women.
- We have established Employee Resources Groups bringing together communities supporting Women, Disability, LGBTQ+, Race & Equality. The groups continue to grow and engage to retain our workforce. They receive high Net Promoter Score and attrition rates of associates part of these groups remain very low.
- 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. We have grown this community 12% from H2 2023. Community members are actively engaged on activities which are aimed of well-being, providing networking opportunities, personal and professional development.

- Examples of these activities: new joiner Networking events and leadership Panel discussions, a Walkathon, Breast Cancer Awareness, Menopause support, spreading inclusiveness. They also offer member Exclusive Learning and Development (AWS training). We are now focusing on Promoting and Engaging more Male and Leaders Allyship to drive change.
- Annually, we celebrate International Women's Day across the whole month of March. Our events include keynote speakers, networking forums, panels and workshops.
- We continue to run cohorts of our internal global leadership development programme, Propel. A programme which is designed to help women thrive in the digital age (previously for senior managers through senior director levels, but the success has meant we have introduced cohorts for Senior Associates through to Manager level). Each Propel participant is paired with an experienced mentor. We ran four cohorts in 2023 and have four scheduled for 2024.
- Our 1:1 Mentorship programme helps our women 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 by:
 - Publishing inclusive Job descriptions leveraging available tools (via Get Optimal)
 - Gender Diverse sourcing slate for each role
 - Influence the business to provide a Diverse Interview panel for each role. Mandatory Diverse panel for all AD+ roles
 - Targeting all hiring managers to complete our internal Hiring Manager training
- In 2023, we launched a Technology Leadership programme for women in Cognizant at manager grade and above. The women on the programme have the opportunity to accelerate their career in the technology industry with a fully funded MSc degree from Northumbria University. The aim of the programme is to give women tools to become a leading force and part of a more inclusive and innovative workplace, contributing significantly to the realm of technology, while shaping the future of the ever-changing digital landscape.
- 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 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. Recent initiatives include:

- Supporting social value for Public Sector and one of our clients with an inspiring talk and STEM day impacting 120 girls in-person and 600 secondary students virtually across 12 schools.
- In partnership with social enterprise platform Lets Localise, Cognizant Outreach sponsored the Craft of Innovation programme (mentoring). Our volunteers worked with 24, Year 12 students from Mulberry School for Girls spent 9-weeks in July 2023 working on innovative solutions to a climate-related problem.
- For 2024, we're looking to adopt Mulberry School for Girls as part of our wider commitment to adopt 50 schools across the UK in the next 2 years. As part of this adoption, the school will receive STEM kits which teachers will be trained to deliver to the students, access to virtual sessions delivered by Outreach volunteers on employability topics and an Enterprise Day with the school and in collaboration with our Women Empowered Affinity Group.



Cognizant (Nasdaq: CTSH) 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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