



Closing the Gap Together

Gender Pay Gap Report

A diverse workforce drives Cognizant's exceptional client service and industry-leading growth, fostering an environment that promotes women to leadership roles to bridge the gender pay gap.

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 outstanding work environment, developing and nurturing talent and continuously optimising employment practices. We have been certified as a Top Employer in the U.K. for the last 4 years, and are ranked #7 in the world on Fortune magazine's annual World's Most Admired Companies list. We also appear on the Thomson Reuters' 2018 Top 100 Global Tech Leaders list, and have been accredited by the Living Wage Foundation as a Living Wage Employer.

In addition to workforce diversity, we ensure that our culture is inclusive, open, collaborative and respectful. Our Women Empowered programme, for example, promotes and celebrates female role models in Cognizant by providing educational and networking opportunities for its members.

As Cognizant U.K. has over 250 employees, it is required to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We welcome the opportunity to report our gender pay gap under the new reporting regulations.

The gender pay gap is the difference between the average mean and median earnings (hourly pay, as well as bonus pay-out) 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 full or part time. This 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 U.K. median gender pay gap of 11.6% is less than the U.K. average (median) gender pay gap of 18.4% and the U.K. average of 25% in the technology sector. However, we still have more work ahead of us. We are targeting 20% of our new senior hires to be female to address the gap, and have also identified a number of areas to be addressed, with the expectation that these actions will help close the gender pay gap in the coming years.



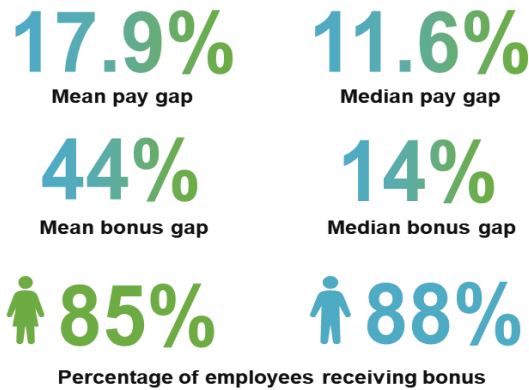
Source: Cognizant April 2017



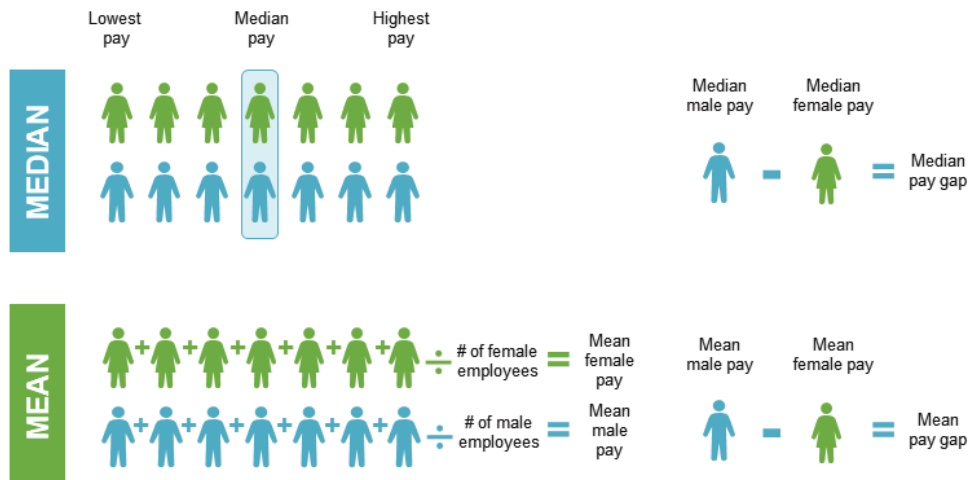
Gender Pay Gap Results


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 pay and bonuses.

Cognizant U.K.'s median gender pay gap of 11.6% is less than the U.K. average (median) gender pay gap of 18.4% and the U.K. average of 25% in the technology sector.



Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	89%	11%
Upper Middle	85%	15%
Lower Middle	83%	17%
Lower	74%	27%





“Greater diversity and inclusion is crucial for fostering a strong culture and building highly effective teams. We will continue to grow awareness and momentum for a more diverse and inclusive environment through focussed programmes in the UK&I.”

Vivek Daga, Country Manager UK & Ireland

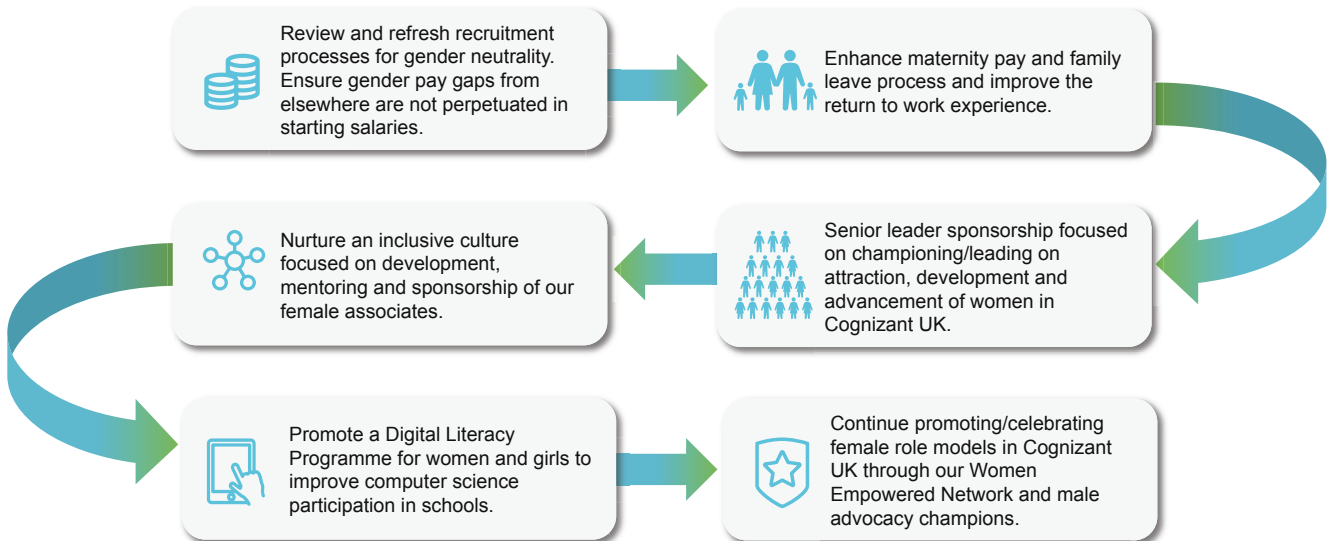
Commitment and Moving Forward

The underrepresentation of women in the science, technology, engineering and mathematics (STEM) fields is an industry-wide issue. In the U.K., the latest figures show that only 25% of graduates in STEM subjects are women; in engineering and technology, this figure is just 14% and in computer science, it is 16%. (WISE Campaign figures for 2016, published in February 2017).

Whilst our median gender pay gap of 11.6% is less than the U.K. average (median) gender pay gap of 18.4% and the U.K. average of 25% in the technology sector - we still have more work ahead of us.

In 2017, 33% of our graduate recruits were female. We are also targeting 20% of our new senior hires to be female to address the gap.

Cognizant U.K. will continue to nurture an inclusive and diverse work environment where all associates can flourish, develop and achieve their full potential. We have identified a number of areas to help close the gender pay gap in the coming years.



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.

Vivek Daga, Country Manager
UK & Ireland

Claire Molloy, Senior Director
UK & Ireland

ABOUT COGNIZANT

Cognizant (Nasdaq-100: CTSH) 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 U.S., Cognizant is ranked 205 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).



Cognizant

World Headquarters

500 Frank W. Burr Blvd.
Teaneck, NJ 07666 USA
Phone: +1 201 801 0233
Fax: +1 201 801 0243
Toll Free: +1 888 937 3277

European Headquarters

1 Kingdom Street
Paddington Central
London W2 6BD England
Phone: +44 (0) 20 7297 7600
Fax: +44 (0) 20 7121 0102

India Operations Headquarters

#5/535 Old Mahabalipuram Road
Okkiyam Pettai, Thoraipakkam
Chennai, 600 096 India
Phone: +91 (0) 44 4209 6000
Fax: +91 (0) 44 4209 6060

© Copyright 2018, Cognizant. All rights reserved. No part of this document may be reproduced, stored in a retrieval system, transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the express written permission from Cognizant. The information contained herein is subject to change without notice. All other trademarks mentioned herein are the property of their respective owners.