



# Cognizant UK Gender Pay Gap Report 2024

## Introduction

### **Our purpose: We engineer modern businesses to improve everyday life.**

As one of the largest global professional services companies we help clients across the globe modernise technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. Our diverse community of associates are working together to help transform the companies the world relies on.

### **Statement from Rohit Gupta**

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

At Cognizant, we aim to foster an inclusive work environment where all employees are valued, engaged, and empowered to succeed. We focus on diversity, inclusion and belonging to by nurturing a culture that respects the unique characteristics of each individual. This approach supports business success and incorporates new perspectives for overall improvement.

We celebrate diversity and inclusion across our workforce, in our communities and in our partnerships. We are committed to supporting gender diversity and elevating the experience of women in the workplace. Through initiatives such as our Women Empowered employee resource group and our UK & Ireland Diversity & Inclusion (D&I) council, we are committed to enhancing the work experience for women.

### Statement from Susie Gahan

At Cognizant, we are working every day to create conditions for everyone to thrive. We are an employer committed to providing an inclusive and positive work environment for all. We offer the support, and opportunities our associates need to elevate their careers.

We have several programmes and initiatives designed to foster an inclusive future including our Cognizant Propel programme a leadership development programme designed to build a strong pipeline of women business leaders. This initiative also provides women a community where they support each other, learn to amplify their leadership brand and presence, expand their strategic network and have access to internal and external thought leaders.

We are focused on recruiting more female talent for positions at all levels. Gender equality is a key priority for our organisation. We are actively addressing the gender imbalance, and the gender pay gap within our UK workforce. We are implementing a range of initiatives designed to effectively close these gaps. Read more about these later in the report.

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

- Forbes List of the World's Best Employers 2024
- One of America's Greatest Workplaces for Diversity by Newsweek for the second consecutive year
- Top Employer Across 20 countries in 2024
- Placed on the Annual Fortune Global 500 List in 2024

Our values remain the bedrock of our culture. This year, we refreshed our values further defining how we work together to serve our clients and each other.

## 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 Head



Susie Gahan, AVP HR UK & Ireland



# 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 2024.

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.

Cognizant UK median gender pay gap stands at 10.5%. Our median gender pay gap has improved by 0.94%, and our mean gender pay gap has decreased by 1.51%.

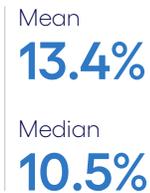
These illustrations outline the pay distribution for male and female employees at Cognizant across the four pay quartile bands and the gaps between the mean and median of their bonuses.

## Gender breakdown (as of March 31, 2024)

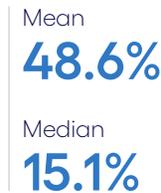
Male Female



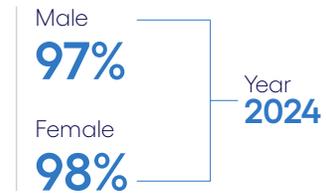
### Hourly pay gap:



### Bonus pay gap:

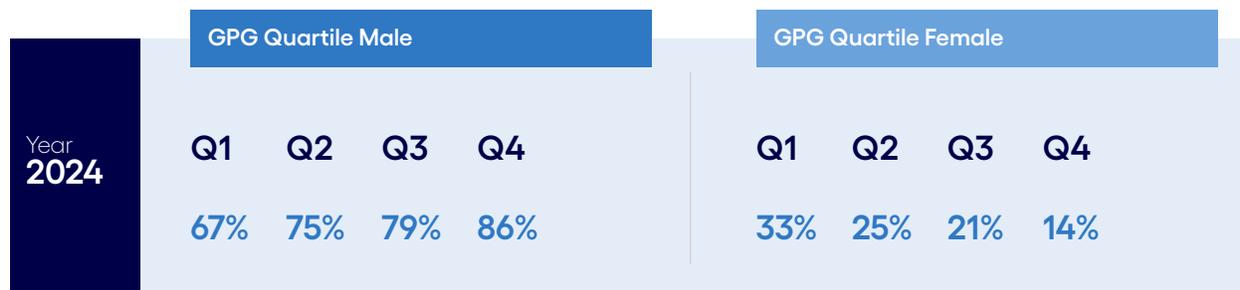


### Receiving a bonus:



### Proportion of employees in each pay quartile band:

Quartile distribution also remains more-or-less consistent.



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 2023 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 2024.

## Addressing our gaps

Cognizant and its leadership are dedicated to addressing the gender imbalance and closing the gender pay gap within our UK workforce.

We acknowledge that this is an ongoing journey. Through our plans, we are taking responsibility for driving change.

- Our **leadership** is dedicated to improving gender diversity among senior leaders. A training programme started in 2024, focusing on inclusive leadership behaviours and psychological safety, along with each member of the leadership team owning their individual action plans for change.
- We continue to run **Talent Review processes** for our leaders. As an outcome of our 2023/24 reviews, we **rolled out development pathways**. One pathway is the **UKI Leadership Development programme** which will commence early 2025.
- To build relationships, our senior women were invited to a **one to one connect** with a member of our UKI Executive leadership team. These gave our decision makers the opportunity to hear some of the challenges our women faced and recognised the need for continuous dialogue.
- **Rohit Gupta, the UKI Leader, hosts quarterly meetings** with senior women across the UK. These meetings provide an opportunity for senior women to discuss challenges, identify areas for development and training, and suggest new ideas.
- Our **D&I council** established in 2023, is an active group supporting diversity and inclusion. The council's primary focus is to help drive inclusive culture on the ground and to promote awareness and allyship for underrepresented groups. It is leading an educational initiative designed to inform all employees about the benefits of a diverse and inclusive work environment.
- In 2023, we introduced a **Technology Leadership programme** for women at manager level and above. Participants can advance their tech careers with a fully funded MSc from Northumbria University. The programme aims to empower women to lead and contribute to a more inclusive and innovative workplace. We now have over 20 participants enrolled.
- We have expanded our **Women Empowered community**. Members are actively involved in activities aimed at wellbeing, networking, and personal and professional development. Activities include new joiner networking events, leadership panel discussions, breast cancer awareness, menopause support, stewarding skills and career development.
- The significance of **allyship in the workplace** is a key area we have focused on to support our minority workforce. Activities such as sharing personal stories and experiences are hosted that demonstrate effective allyship in action. To drive the change, we focus on encouraging more male allies to actively support these sessions.
- Our **recruitment team** remains focused on ensuring our processes are gender inclusive:
  - **Inclusive Job Descriptions:** Our job postings use gender-neutral language.
  - **Highlighting Policies:** Policies supporting gender equality, including maternity and paternity leave, are promoted.
  - **Showcasing Leaders:** Feature achievements of women leaders to inspire candidates are shared.
  - **Employee Testimonials:** Experiences from our women have been shared in recruitment campaigns.
  - **Employee Referral:** Offered bonuses for hiring women through targeted campaigns.
  - **Events:** GenC events for upcoming talent to network with senior leaders have taken place.



- Our **social impact team** supports diversity 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. We utilise both philanthropic grants to support community partners and volunteering activities to mobilise our employees' expertise and enthusiasm. We work with partners who prioritise upskilling women and can help us to ensure that more women have the opportunity to kickstart their careers in the tech industry. Recent initiatives include:
  - **Code First Girls:** Our 2024 grant to Code First Girls will enable 300 women to access market leading classroom-based technology skills training to improve their employability prospects across the tech sector.
- **Generation:** Our 2024 grant to Generation UK to co-fund 600 digital skills bootcamp learners, places great emphasis on supporting women learners with a third of places allocated to women learners since August 2024 vs the technology average in the UK of around 20% of women in the industry. This means that approximately 200 women will have received training by grant completion.
- **Social Mobility Foundation:** Our 2024 grant will support 300 university students, including 200 women, with mentoring and career aspiration programmes for transitioning into STEM careers.
- **Let's Localise:** Our 2024 grant will play a pivotal role in advancing STEM education across three girls' schools - Winterbourne Junior Girls School, Queen Elizabeth's Girls' School, and The Belvedere Academy - equipping 900 students and 17 teachers with valuable STEM skills.



Cognizant helps engineer modern businesses by helping to modernize technology, reimagine processes and transform experiences so they can stay ahead in our fast-changing world. To see how Cognizant is improving everyday life, visit them at [www.cognizant.com](http://www.cognizant.com) or across their socials @cognizant.

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