



CGI IT UK Limited
Seventh Floor, Kings Place
90 York Way
London N1 9AG UK
Switchboard: 0845 070 7765

cgi-group.co.uk

CGI Commitment to Glasgow City Council

CGI has a founding principle that lies at the centre of everything we do:
“To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of.”

CGI has successfully welcomed thousands of people into the company within the UK and tens of thousands of people globally. We fully understand that a move can be an anxious time for staff which is why we take time to fully explain what it would mean for the people who join us.

We pride ourselves on fostering strong long term partnerships with our clients – we listen to our clients and respond to their needs. We understand that Glasgow City Council will be developing an outline business case and, if asked, we will fully participate in that process. CGI understands that the Council equally values its people and will seek to protect them within any new contract arrangement. If this goes ahead with CGI, CGI will commit to meeting the criteria set out below:

- Protect current T&Cs, including pensions
- No compulsory redundancies through the term of the contract
- No compulsory relocation from Glasgow.

We always consult openly to make sure that the people joining us understand clearly how things will work out for them. All staff coming into CGI are aware of their protected T&Cs and their future prospects. Furthermore, we always work openly and constructively with recognised trade unions and employees to enable a seamless transition to CGI.

Our employees are called Members because everyone who joins CGI has the opportunity to become a shareholder. This provides all Members with a sense of ‘ownership’ and at the time of writing more than 80% of UK Members hold shares in CGI.

We engage with members seeking to share our employee offering as soon as possible because we believe it enables them to get a real feel and understanding of CGI’s unique culture.

For three years in a row, CGI has been recognised as a Top UK Employer, committed to providing exceptional employee conditions, talent development and career opportunities for all of our Members. We have many examples of people that have moved into CGI and have progressed



to have very successful careers and we would be happy to share these examples with you.

I would be delighted to discuss further how we can continue to progress our conversations to date.

Yours sincerely,

A handwritten signature in black ink, reading "Steve Thorn".

Steve Thorn
CGI UK President