



## EQUAL EMPLOYMENT & AFFIRMATIVE ACTION POLICY

Cognizant Technology Solutions Corporation and its affiliated U.S. entities (“Cognizant”) are committed to Equal Employment Opportunity (EEO) and compliance with all U.S. federal, state and local laws. Such laws prohibit employment discrimination on the basis of; age, sex, color, race, creed, national origin, religion, marital status, citizenship status, ancestry, sexual orientation, gender identity, affection preference, disability status, protected veteran status, genetic information, atypical hereditary cellular or blood trait, HIV/AIDS, membership or activity in a local human rights commission, status with regard to public assistance, or any other classification protected by applicable U.S. law. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

It is also the policy of Cognizant to undertake affirmative action (AA) in compliance with all U.S. federal, state, and local requirements to recruit a diverse pool of applicants. Our policies aim for the highest standards of fairness and equal opportunity, covering recruitment and employment, promotions, compensation, team opportunities, and training programs. We are committed to taking affirmative action to hire qualified minorities, women, individuals with disabilities and protected veterans, as well as to advance such individuals in employment.

Employees and applicants must not be subjected to harassment, intimidation, threats, coercion, discrimination or any form of reprisal because they have (1) filed a complaint; (2) assisted or participated in an investigation, proceeding, or any other activity related to the administration of any federal, state, or local law requiring EEO; (3) engaged in any activity that is protected by any Cognizant U.S. entity; (4) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; (5) inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant; or (6) engaged in any other activity that is protected by any federal, state or local law.

As the Chief People Officer of Cognizant, I want to take this opportunity to assure each applicant, employee and party with whom we do business of my personal commitment to the principles of Equal Employment Opportunity and Affirmative Action. In order to ensure equal employment opportunity and affirmative action throughout all levels of the organization, I have selected Abby Israel as Senior Director of Affirmative Action/EEO Compliance, to serve as the company's EEO Officer. One of the EEO Officer's duties will be to establish and maintain an internal audit and reporting system to effectively measure and monitor the company's programs. Cognizant also has developed a written Affirmative Action Program, which sets forth the policies, practices and procedures for females, minorities, individuals with disabilities and protected veterans as required. I receive and review reports on the progress of these programs.

### **Invitation to Self-identify**

Employees may voluntarily disclose their sex, race, ethnicity, protected Veteran status and disability at any time via OneCognizant’s self-service portal. Applicants may self-identify during the application process. Employees and applicants with disabilities are encouraged to inform Talent Management (HR) and/or Recruiting if they need a reasonable accommodation to perform a job for which they are otherwise qualified.



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### Local Affirmative Action Plans

The non-confidential portions of our U.S based Affirmative Action Programs are available for review by any employee or applicant for employment upon request, between 8:00 a.m.- 5:00 p.m. central time by contacting Abby Israel. Any applicant or employee should feel free to raise questions or concerns regarding our EEO/AA policies and practices to Abby Israel, Senior Director AA/EEO Compliance [Abigail.israel@cognizant.com](mailto:Abigail.israel@cognizant.com).

A handwritten signature in black ink, which appears to read "Jim Lennox", is positioned above the printed name.

Jim Lennox  
Chief People Officer

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May 2019