

## **Our business**

Cognizant is a leading provider of information technology, consulting and business process outsourcing services, dedicated to helping the world's leading companies build stronger businesses. The Group is headquartered in Teaneck, New Jersey (U.S.) and has approximately 258,794 employees worldwide as of December 31, 2017.

Cognizant Worldwide Limited is the primary contracting entity for Cognizant's UK business though it often utilises the services of other group companies from around the globe.

We operate out of four offices within the UK, but the majority of our staff are either client-based or in an overseas delivery centre. As a group we have approximately 50 delivery centres worldwide.

Modern slavery is the illegal exploitation of people for personal or commercial gain and encompasses slavery, servitude, human trafficking and forced labour. Cognizant has a zero tolerance approach to any form of modern slavery and is committed to ensuring effective systems and restrictions are in place to protect against it.

Cognizant is dedicated to corporate social responsibility and as such believes in acting ethically throughout our business. This ethos is underpinned by our culture and values and driven by our Chief People Officer.

## **Risk Analysis**

Ours is a people business. We neither manufacture products, nor do we usually directly procure products for clients. We need to attract and retain top talent while building a diverse, inclusive workforce that delivers exceptional client service. We consider the nature of the industry in which we operate means the risk of indentured or bonded labour being used within our sphere of influence is lower than in some other industries; however, we are not complacent about this and the procedures for ensuring that we do not engage or condone suppliers who engage in modern slavery continue to develop rigorously.

Following the risk assessment we undertook last year, across all aspects of our business and supply chain, we have updated our process to include targeted modern slavery due diligence within our supply chain. This is now standard practice across Europe APAC, and India, and will be rolled out to the remainder of our supply chain in due course.

## **Policies and Practices**

Our "Core Values and Code of Ethics" document, which is publically available and globally applicable to all staff and suppliers; sets out our commitment to uphold human right in all global relationship, as well as our zero tolerance policy in relation to modern slavery and human trafficking. We also have in place our publically available, globally applicable, "Supplier Standards of Conduct" with which all suppliers also are required to comply.

In order to further support our commitment to uphold human rights, across our global operations, we released our Anti-slavery and Human Trafficking Policy. Its launch was accompanied by a training and awareness communication to Cognizant associates globally.

Suspected violations of any of these policies/standards can be reported via Cognizant's Compliance Helpline, by our employees or third parties. Any such reports are investigated at a senior level and taken seriously within the business. If any deficiencies in compliance were to be uncovered, remediation plans may be devised to address the deficiencies but failure to comply may also result in termination of the relationship.

# Statement on Modern Slavery 2017



## Training

As part of our induction process, all new employees within Cognizant are required to undergo mandatory training in relation to Cognizant's Code of Ethics. A mandatory refresher is undertaken annually by all employees.

In recognition of the International Day for the Abolition of Slavery, 2<sup>nd</sup> December 2017, the office of our Chief Ethics and Compliance Officer issued a global communication to educate associates on the subject of modern slavery and to encourage associates to be vigilant in spotting and reporting potential signs of modern slavery within our business and supply chain.

## Next steps

We will continue to monitor the effectiveness of our actions against modern slavery and human trafficking, ensuring our new and existing measures support our zero tolerance to modern slavery. Our next steps may include: further education of our employees on the issues of modern slavery, and the continued enhancement of our supplier and vendor due diligence processes. This statement is made in accordance with section 54(1) of the UK Modern Slavery Act 2015 and constitutes Cognizant Worldwide Limited's modern slavery and human trafficking statement for the financial year ending 31 December 2017. It was approved by Cognizant Worldwide Limited's board of directors on 24<sup>th</sup> April 2018.

Signed by:

A handwritten signature in black ink, appearing to read 'S. White', is positioned below the 'Signed by:' text.

Simon White, Director