

## Our Business

Cognizant is one of the world's leading professional services companies transforming clients' operating and technology models for the digital era. The Group is headquartered in Teaneck, New Jersey (US). The Group has approximately 290k employees worldwide as of 31 December 2020.

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 nine offices within the UK, although the majority of our staff are either client-based or in a Delivery Centre. As a Group, we have approximately 100 on shore, near shore or offshore delivery centres.

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.

## Risk Analysis

Ours is a people business and we are an Equal Opportunities employer. Cognizant does not 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 in 2016 across all aspects of our business and supply chain, we have updated our process to include targeted modern slavery due diligence within our global supply chain. Suppliers are required to provide details of their own practices and their supply chain in relation to modern slavery. Suppliers are required to provide evidence that they have implemented modern slavery prevention mechanisms.

## Policies and Practices

Cognizant is dedicated to improving everyday life and having a strong Environmental Social Governance (ESG) program and believes in acting ethically throughout our business. In 2020, Cognizant proudly invested in diverse and dedicated leaders to drive our integrated ESG management approach and deliver tangible results, hiring a Global Head of ESG and Chief Sustainability Officer, Sophia Mendelsohn, to lead that integrated effort. We also promoted Shameka Young to Global Head of Diversity & Inclusion.

Our [Cognizant 2020 ESG Report](#) has recently been published.

Our [Core Values & Code OF Ethics](#) document, which is publically available and applies to all Cognizant directors, officers, and employees worldwide as well as all Cognizant business units and subsidiaries, joint ventures over which Cognizant has operational control, business partners, and third-party representatives worldwide (collectively "Associates"). All our Associates are required to undertake our Code of Ethics mandatory training on an annual basis. The Code of Ethics specifically highlights the company focus on respecting people and the environment including education on modern slavery and human rights.

Cognizant opposes all forms of slavery, human trafficking and forced labour in its operations and the operations of its suppliers.

Our code requires that Associates must be committed to upholding the Company's core values of *Doing the Right Thing in the Right Way*, including complying with the laws of all of the countries in which Cognizant operates. It is not only the right thing to do, but also an integral part of our commitment to excellence and our dedication to being a superior corporate citizen.

Specifically in relation to labor practices, we uphold human rights in all of our global operations. All Cognizant Associates worldwide are entitled to fair wages and hours, consistent with local laws, and are entitled to work in an environment free

from discrimination. Our Company does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking, and will not work with third parties who engage in such practices.

We also have in place our publically available, globally applicable [Supplier Standards of Conduct](#), with which all suppliers also are required to comply.

Our commitment to uphold human rights, across our global operations, is supported by our Human Rights Policy [Human-Rights-Policy](#). Our previous Global Anti-Slavery and Human Trafficking statement was launched in 2017 and was accompanied by a training and awareness communication to Cognizant Associates globally. We continue to generate awareness with our Associates; we ensure that as Associates arrive in the UK, they are aware of modern slavery and its implications.

Our Associates or Third Parties can report suspected violations of any of these policies/standards via Cognizant's Compliance Helpline. Any reports are taken seriously and investigated by the company. 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. [Ethics and Compliance Helpline](#).

Cognizant has also recently joined the UNGC [Cognizant joins the United Nations Global Compact](#).

The UN Global Compact is a voluntary corporate sustainability initiative and network to which CEOs commit their companies to adopt sustainable and socially responsible goals and report regularly on their implementation.

## Training

All new employees hired into Cognizant are required to undergo mandatory training in relation to [Core Values & Code OF Ethics](#), this is maintained annually as all associates are required to undertake refresher training. Modern slavery awareness is also included in our corporate induction and people manager training modules.

Our Chief People Officer issued a communication to all Associates on the 2020 Anti-Slavery Day to build awareness of the issue of Modern Slavery and its implications.

## 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 stance to modern slavery. Our next steps may include:

- The continued education and dialogue with of our new and existing associates on the issues and implications of modern slavery.
- The continued enhancement of our supplier and vendor due diligence processes including our Supplier Code of Conduct.

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 2020.

Our Modern Slavery statements from [2017](#), [2018](#), [2019](#) are also available.

Signed by:



Simon White, Director

