

## Translations

- [Chinese \(Simplified\)](#)
- [French \(Canada\)](#)
- [French \(France\)](#)
- [German](#)
- [Japanese](#)
- [Portuguese \(Brazilian\)](#)
- [Spanish \(Latin America\)](#)

## Related Policies and Processes

- [Code of Ethics](#)
- [Cognizant's Ethics & Compliance Helpline](#)
- [Cognizant's Outreach Program](#)
- [Sustainability and Social Responsibility site](#)
- [UK Statement on Modern Slavery](#)
- [Whistleblower and Non-Retaliation Policy](#)
- [Supplier Code of Conduct](#)

## Scope

This Policy applies to Associates, vendors, and visitors working out of Cognizant facilities.

## Guiding Principles

Cognizant is committed to protecting the environment, health and safety of our Associates, vendors, visitors, clients and the global communities where we live and work.

Cognizant is committed to:

- Meet all applicable environmental, health and safety laws and regulation requirements. The Global EHS Center of Excellence team will evaluate EHS performance by monitoring ongoing performance results outlined in EHS objectives and targets framework documents and through periodic management reviews with key business leadership, including the CEO, CFO and CAO.
- Adopt our own standards where laws and regulations do not provide adequate controls.
- Operate our facilities and continue conservation efforts to reduce our environmental footprint and adhere to our environmental (Energy, Water, and Climate Change) policies.
- Encourage our contractors, vendors, suppliers and partners to adopt best practices for environmental, health and safety.
- Communicate environmental, health and safety programs to Cognizant Associates and encourage them to report any environmental, health or safety concerns.

We are committed to achieving Net Zero GHG emissions and responsible management of natural resource consumption. Our Associates can support this commitment across our workspaces by:

- Focusing on energy efficiency management efforts.
- Reducing unnecessary water consumption and waste generation
- Encouraging your teams and new Associates to read this and related policies.

## Disciplinary Consequences

Subject to local laws and regulations, a violation of this policy could result in disciplinary action, up to and including termination. If you are aware of a violation of this policy, you have an obligation to report it to the Company. As stated in Cognizant's [Whistleblower and Non-Retaliation Policy](#), Cognizant does not tolerate retaliation against any individual who submits a good faith

report of a violation or possible violation of law, the Code of Ethics, or other Cognizant policies.

To report a possible violation of this policy, visit Cognizant's Ethics & Compliance Helpline (a secure and confidential reporting system) at: [www.cognizant.com/compliance-helpline](http://www.cognizant.com/compliance-helpline).

## Version History

Revision Date	Description of Change
Dec-16-2020	Initial release.
Jan-13-2021	Edits made to the Second bullet of the Policy: "Knowing and complying" changed to "Complying".
April-30-2021	Translation added to the document.
Oct-20-2022	Cognizant commitment updated based on audit inputs and Cognizant leadership

## Policy Control Information

Policy Name: Environmental, Health and Safety Policy

Department: Corporate Real Estate Workplace Services

Effective Date: Dec-16-2020

Révision Date: Oct-20-2022

Policy Owner: [Lawrence Wieser](#), Chief Administrative Officer