



# Supplier Diversification Policy

## Related Policies and Processes

Supplier Standard of Conduct

### Scope

Cognizant is committed to providing opportunities for all qualified businesses to participate as Suppliers of products and services to our company.

This Policy applies to all directors, officers, and employees of all Cognizant entities, subsidiaries, affiliates, and joint ventures over which Cognizant has operational control (collectively “Associates”) in the United States of America, Canada, India, Australia and the United Kingdom.

Cognizant’s Supplier Diversification Program will be administered and managed by Cognizant’s Procurement Centre of Excellence team with oversight from the Chief Procurement Officer. Our leadership and employees are committed to adopting procurement processes and practices that will enable equal access to our supply chain for all Suppliers.

## Guiding Principles

- The primary goals of Cognizant’s Supplier Diversification Program are to ensure a resilient and innovative supply chain utilizing a broad range of Suppliers whilst:
  - Satisfying our procurement standards;
  - Creating long-term value for our clients and our communities;
  - Providing competitively priced and reliable goods and services;
  - Helping us remain agile, disruptive and ahead of the market;
  - Complying with Cognizant’s Supplier Standards of Conduct; and
  - Communicating the value of supplier diversification both internally and externally to all stakeholders.
- Cognizant’s commitment to supplier diversification is not philanthropic, nor does it contradict the application of existing purchasing goals, policies and procedures. The award of opportunities to all Suppliers will be based on criteria established as part of the sourcing request or other criteria that may arise from time to time, including, but not limited to their relative competitiveness, the value of their offerings, and their demonstrated performance.
- Where appropriate, Suppliers may be required to be certified by a third-party agency (or commit to obtaining such certification within the first year of engagement).
- Cognizant will report Supplier spend quarterly to our clients, when agreed upon as part of a master services agreement.

## Version History

Revision Date	Description of Change
May 15 2025	Creation of Supplier Diversification policy

## Policy Control Information

**Policy Name** : Supplier Diversification Policy  
**Revision Date** : May 15, 2025  
**Policy Owner** : Erik Taylor, Director, Procurement  
**Department** : Procurement Centre of Excellence  
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