

Our Business

Cognizant is one of the world's leading professional services companies transforming clients' business, operating and technology models for the digital era. The Group is headquartered in Teaneck, New Jersey (US) and has approximately 270,000 employees worldwide as of 31st December 2018.

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

We operate out of 11 offices within the U.K., but the majority of our staff are either client-based or in an overseas delivery centre. As a Group, we have approximately 100 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 and we are an Equal Opportunities employer. 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 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 supply chain. This is now standard practice across US, Europe, APAC and India, and continues to be rolled out to the remainder of our supply chain.

Policies and Practices

Our [Core Values and Code of Ethics](#) document, which is publicly available and globally applicable to all employees and suppliers, sets out our commitment to uphold human rights in all global relationships, as well as our zero tolerance policy in relation to modern slavery and human trafficking. We also have in place our publicly 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 Global Anti-slavery and Human Trafficking Statement in 2017. Its launch was accompanied by a training and awareness communication to Cognizant associates globally.

Our associates or third parties can report suspected violations of any of these policies/standards via Cognizant's Compliance Helpline. 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.

Training

As part of our hiring processes, all new employees hired into 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 addition to this, we have built specific reference to this subject into our Corporate Induction program and included a module on modern slavery in our in-house People Manager training courses.

In recognition of the International Day for the Abolition of Slavery, 2nd December 2018, the office of our Chief Ethics and Compliance Officer again 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, reference to modern slavery in our employment and assignment contracts, the continued enhancement of our supplier and vendor due diligence processes and inclusion of remedial action against associates who are found to be adopting such practices and/or are complicit to such practice in our disciplinary policy.

This statement is made in accordance with section 54(1) of the U.K. Modern Slavery Act 2015 and constitutes Cognizant Worldwide Limited's modern slavery and human trafficking statement for the financial year ending 31st December 2018. Cognizant Worldwide Limited's Board of Directors approved it on 7th May 2019.

Signed by:



Simon White, Director