

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 (U.S.). The Group has approximately 292,500 employees worldwide as of 31 December 2019.

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 nine offices within the U.K., 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. We do 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. When we consider the nature of the industry in which we operate, 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. We have continued to invest in our procurement processes and during 2019 implemented Ariba, an automated supplier onboarding system. Suppliers are required to provide responses about 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 corporate social responsibility and as such believes in acting ethically throughout our business. Our [Core Values & Code of Ethics](#) document is publicly 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").

Our code requires that associates must be committed to upholding the company's core value of integrity, 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 labour 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 labour (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labour (i.e., prison labour, indentured labour, bonded labour, military labour, slave labour), 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 publicly 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 Anti-slavery and Human Trafficking Policy. Its launch in 2017 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 U.K., 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 such 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.

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.

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 of our employees on the issues and implications of modern slavery
- The continued enhancement of our supplier and vendor due diligence processes
- The auditing of our supply chains on a regular basis

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 31 December 2019.

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

Signed by:



Simon White, Director