

## Key Definitions

### Occupational health and safety

Conditions and factors that affect, or could affect the health and safety of employees or associate working at Client Location or other workers (including temporary workers and contractor personnel), visitors or any other person in the workplace.

### Workplace

Any physical location in which work related activities are performed under the control of the organization or client.

### Environment

Surroundings in which the organization operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelation.

## 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 all directors, officers, and employees of all Cognizant entities, subsidiaries and joint ventures over which Cognizant has operational control (collectively "Associates").

## Guiding Principles

Cognizant knows that protecting shared natural resources enhances the quality of life for Associates, clients and the global community. Acting in a responsible and sustainable manner creates new business and social opportunities, increases shareholder value, and enhances our brand and reputation with multiple stakeholder groups while protecting the environment and natural resources simply for the sake of recognizing their immeasurable value.

Cognizant is committed to:

- Conducting business in a manner that meets our global Environment, Health and Safety (EHS) requirements.
- Complying with all applicable environmental compliance and regulatory obligations in the management of our operations.
- Protecting the health and safety of our Associates, clients and the community and environment in which we operate.
- Continually striving to achieve excellence in the implementation of environmental, occupational health and safety practices, and leveraging well-defined organizational policies.
- Fostering a strong organizational culture around EHS matters through effective communication among management, employees, and other stakeholders as well as training of Associates on EHS standards, policy and practices.
- Having a risk-based process in place for the identification, classification, prioritization and control of hazards and risks and socializing this process with Associates and/or their representatives and other stakeholders on EHS matters to ensure integration into business decisions.
- Encouraging suppliers and subcontractors to consider environmental factors and mandating compliance with Cognizant's [Supplier Code of Conduct](#).

## 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: <https://www.cognizant.com/compliance-helpline>

## Version History

Revision Date	Description of Change
Dec-16-2020	Initial release.
Jan-13-2020	Edits made to the Second bullet of the Policy: "Knowing and complying" changed to "Complying".

## Policy Control Information

Policy Name: Environmental, Health and Safety Policy      Department: Corporate Workplace Services

Revision Date: Jan-13-2020

Effective Date: Dec-16-2020

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