

Key Definitions

- **Human rights:** refer to the basic standards of treatment to which all people are entitled.
- **Child Labor:** Work that deprives any person under 18 of their childhood, their potential and their dignity, and that is harmful to their physical and/or mental development. It refers to work that is mentally, or morally dangerous and harmful to children; and/or interferes with their schooling.
- **Forced Labor:** Work or service obtained from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.
- **Trafficking in Persons:** The use of force, fraud, or coercion to compel persons to provide labor or services or commercial sex.

Related Policies and Processes

- [Code of Ethics](#)
- [Cognizant's Ethics & Compliance Helpline](#)
- [Supplier Code of Conduct](#)
- [Anti-Corruption Policy](#)
- [Statement on Modern Slavery](#)
- [Whistleblower and Non-Retaliation Policy](#)

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 is committed to respecting human rights. The basic principles of human rights align with our company values and commitment to the highest standards of business practices and performance in all that we do. We respect, consider, integrate, and promote internationally recognized human rights in accordance with principles outlined in the United Nations Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, in addition to complying with all local laws and regulations. Cognizant also expects its suppliers, business partners, and clients to uphold these principles and urges them to adopt similar policies within their own businesses.

To maintain the Company's reputation and ensure that we are not, directly or indirectly, in any way complicit in human rights abuses – we count on you to understand and comply with the following principles:

- **End human trafficking.** Never engage in trafficking in persons, which includes but is not limited to the illegal movement of people, trafficking in persons, sexual exploitation, and the use of forced or child labor of any form. We are all responsible for proactively reporting human trafficking to the appropriate authorities. If you know or suspect that human trafficking is occurring/has occurred in any parts of our business or supply chains of any supplier, promptly inform your manager, local HR Manager, or the [Ethics & Compliance Helpline](#).
- **Maintain a safe and healthy workplace.** Always follow all applicable safety and health laws and regulations, as well as internal requirements within our Cognizant facilities and our client sites. Immediately report any potential health or safety issues to your manager.
- **Consider our supply chain.** Cognizant has zero tolerance for human rights abuses in the supply chain. Our [Supplier Standards of Conduct](#) prohibits and addresses human rights abuses and is embedded into every vendor contract throughout our supply chain.
- **Respect freedom of association.** Cognizant respects the right of all its Associates to join or not to join a trade union of its own choosing, engage in peaceful assembly and bargain collectively in accordance with the law. Associates are expected to show the same respect to their colleagues. Associates and their representatives are free to openly communicate and share ideas and concerns with management without fear of discrimination, reprisal, intimidation or

harassment.

- **Ensure fair and merit-based employment decisions.** Cognizant Associates are entitled to fair treatment in respect to all aspects of their employment, including compensation and working conditions, consistent with local law. Be mindful that Cognizant does not tolerate discrimination against a person’s legally protected characteristics, such as race, color, religion, gender identity, age, national origin, sexual orientation, marital status, disability status, or veteran status when making employment decisions.
- **Treat others with dignity and respect.** Always treat each other, and others we interact with in work-related situations, with respect and professional courtesy. Never engage in discriminatory conduct, abuse of authority, or harassment of any kind. Cognizant associates can learn about our [six principles](#) that create conditions for everyone to thrive, access tools that create a [culture of inclusion](#), and access training opportunities and leadership messages about [equity and inclusion](#) at Cognizant.
- **Compete ethically.** As outlined in our [Anti-Corruption Policy](#), always compete ethically for our business without paying bribes, kickbacks or giving anything of value to secure an advantage in connection with Cognizant’s business.

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.

Version History

Revision Date	Description of Change
Nov-02-2020	Initial release.

Policy Control Information

Policy Name: Human Rights Policy

Department: Environmental Social Governance

Revision Date: Nov-2-2020

Effective Date: Nov-02-2020

Policy Owner: [Sophia Mendelsohn](#), Environmental Social Governance - Legal