



DXC Human Rights Statement

DXC Technology's Board of Directors and Executive Leaders are dedicated to protecting and advancing human rights, helping to ensure the integrity of our global operations. As a UN Global Compact signatory, our human rights commitments are outlined in our [Code of Conduct](#), [DXC Values](#) and [Responsible Supply Chain Principles](#), aligning these commitments to our global business activities. This Human Rights Statement (Statement) reaffirms our key commitments and provides the framework for expectations and requirements of employees, contractors, suppliers and other third parties conducting business on behalf of DXC.

About DXC

DXC Technology is a leading global provider of information technology services. We're a trusted operating partner to many of the world's most innovative organizations, building solutions that move industries and companies forward. Our engineering, consulting and technology experts help clients simplify, optimize and modernize their systems and processes, manage their most critical workloads, integrate AI-powered intelligence into their operations, and put security and trust at the forefront.

Learn more on [DXC.com](https://www.dxc.com).

Our commitments

Our ability to serve our clients depends on an uncompromising commitment to acting with integrity. Our human rights-related focus areas include:

Fostering good practices in our global supply chain. We provide reasonable working conditions for our employees, including fair working hours and wages, and we require our suppliers to do the same. We believe that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations.

Promoting inclusion and belonging. To deliver the best solutions to our clients, we harness the energy, creativity and talents of our global workforce. Our strength lies in valuing differences, encouraging input from multiple perspectives and uniting teams around common goals. We prohibit slavery, human trafficking, forced and child labor and comply with laws against such exploitation. See our [Code of Conduct](#) and [Responsible Supply Chain Principles](#) for more details.

Overarching principles

DXC complies with the laws in the jurisdictions in which we operate. DXC's Human Rights Principles (the Principles) encourage employees, contractors, suppliers and other third parties conducting business on behalf of DXC to exceed legal compliance, drawing on international standards to advance social and environmental responsibility and ethical business practices. Our Principles are based on standards like the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Universal Declaration of Human Rights.

The Principles include:

Fair employment practices. DXC acts with integrity, is committed to fair employment practices, and abides by employment laws in the markets in which we operate.

Child labor. DXC prohibits the use of child labor, in accordance with ILO Convention 138, throughout our global operations and supply chain.

Forced labor. DXC rejects the use of forced labor in all its forms, including prison or debt bondage labor, trafficking and the lodging of deposits or identity papers by employers or by outside recruiters. We do not accept unreasonable restrictions on workers' freedom of

movement in any DXC facility, in addition to not accepting any unreasonable restrictions being placed on entering or exiting DXC-provided facilities. We require workers to be provided with written terms and conditions of employment prior to the worker's departure from their country of origin to commence employment with DXC. As a matter of course, we do not make substitutions or changes to an employment agreement; however, we reserve the right to adjust language to address changes in business needs, policies or laws. There will be no coercion placed on any employee to sign an employment agreement.

Health and safety. We are committed to providing a safe, healthy work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. We take appropriate steps to prevent workplace-related injuries, provide health and safety training, use an ISO 45001 certified system to detect DXC Public All rights reserved. DXC Public. 3 threats to health and safety and provide access to bathrooms and potable water.

Non-discrimination. We promote an inclusive work environment that provides employees with fair treatment, opportunities for career development and protection of human rights so they can bring their whole selves, their best selves, to work and reach their potential. DXC does not discriminate based on race, skin color, religious creed, national or social origin, citizenship, marital status, sex, sexual orientation, gender identity and expression, age, disability and protected veteran status, childbirth and related medical conditions or any other legally protected characteristics.

Harassment-free workplace. DXC is committed to preventing and addressing abusive conduct and harassment in the workplace. We expect our employees and any third parties we work with to maintain a work environment that is safe, respectful and inclusive, by treating employees, clients, suppliers, business partners, visitors and shareholders with dignity, respect and professionalism. DXC encourages openness, creativity and cultural expression among its workforce, while maintaining a respectful work environment that reflects our values.

Discipline. DXC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse by anyone working for DXC or by any third-party supplier, including private security services.

Retaliation. DXC does not tolerate retaliatory actions against anyone who raises a concern or cooperates with an investigation. We take retaliation claims seriously and investigate concerns that are raised. Anyone found to have engaged in retaliation will be subject to disciplinary action, up to and including termination.

Compensation. DXC's wages paid for a standard work week must meet at least legal minimum standards. Deductions from wages as a disciplinary measure are not permitted. For each pay period, workers are provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

Anti-corruption. DXC prohibits corruption in all its forms, including extortion and bribery. We have zero tolerance for bribery, kickbacks and other improper payments.

Freedom of association and right to collective bargaining. DXC upholds the freedom of association and the effective recognition of the right to collective bargaining. Employees and their representatives are free to openly communicate and share ideas and concerns with management without fear of discrimination, reprisal, intimidation or harassment.

Privacy and data protection. DXC is committed to the lawful treatment and confidential handling of sensitive information, including personally identifiable information/personal data, and has adopted a set of global information management policies including privacy and data protection, security, system access, information classification and other relevant policies governing the collection, use, disclosure, transfer, retention and deletion of information.

Applicability

This Statement applies globally to all DXC Technology and its subsidiaries' directors, officers, employees, business partners, suppliers, agents and representatives.

Governance

DXC established DXC Integrity, comprising the Ethics & Compliance and Global Data Protection programs, to promote ethical conduct, reinforce DXC Values and drive compliance with the Code of Conduct, policies and laws.

All employees, Board directors and contractors must complete annual Code of Conduct training and report any Human Rights Statement violations to management, DXC Integrity or the SpeakUp Line at www.speakupdxc.com.

DXC management reviews human rights trends and receives periodic reports on Ethics & Compliance initiatives and the SpeakUp Line.

Raising Concerns — Grievance mechanism

DXC's Values, Code of Conduct and policies require reporting any Code of Conduct violations, including human rights issues.

We strive to create an inclusive, supportive culture that encourages speaking up without fear of retaliation.

DXC does not tolerate direct or indirect retaliation against anyone seeking advice or reporting a concern.

The DXC SpeakUp program offers channels for guidance or reporting concerns confidentially (to the fullest extent possible) and anonymously where allowed by law.

These channels include:

- Supervisor and management chain
- SpeakUp Line at <http://www.speakupdxc.com>
- SpeakUp mailbox at speakup@dxc.com
- Human Resources Employee Connect
- DXC Response Operations Center (DROC)
- DXC Legal

The SpeakUp Line is available to employees, contractors, suppliers and other third parties conducting business on behalf of DXC and the public.

Related Policies and Documents

- [Responsible Supply Chain Principles](#)
- [Modern Slavery Statement](#)
- [Code of Conduct](#)
- [Health and Safety Policy](#)

Authorization and availability

This Human Rights Statement was approved by DXC's Chief People Officer, Jennifer Ragone, and DXC's Human Rights Officer and Chief Ethics and Compliance Officer, Feras Sadik, on March 25, 2026. It is published on DXC.com and internal communication channels.



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Learn more at
dxc.com/sustainability



DXC Technology
DXC.com



About DXC Technology

DXC Technology (NYSE: DXC) is a leading enterprise technology and innovation partner delivering software, services, and solutions to global enterprises and public sector organizations — helping them harness AI to drive outcomes at a time of exponential change with speed. With deep expertise in Managed Infrastructure Services, Application Modernization, and Industry-Specific Software Solutions, DXC modernizes, secures, and operates some of the world's most complex technology estates. Learn more on dxc.com.