



# DXC HUMAN RIGHTS STATEMENT

FY 2023

**The Board of Directors of DXC Technology (DXC) is committed to the protection and advancement of human rights and ensuring that our operations in communities around the world function with integrity.**

DXC is a UN Global Compact signatory. We set out our human rights commitments in our Code of Conduct (Code), DXC Values and Responsible Supply Chain Principles, aligning these principles to our global business activities. This Human Rights Statement confirms our key commitments and principles, and provides the framework for expectations and requirements we have established in related documents.

## DXC's business

DXC helps global companies run their mission-critical systems and operations while modernizing IT, optimizing data architectures, and ensuring security and scalability across public, private and hybrid clouds. The world's largest companies and public sector organizations trust DXC to deploy services to drive new levels of performance, competitiveness, and customer experience across their IT estates. Learn more about how we deliver excellence for our customers and colleagues at [DXC.com](https://www.dxc.com).

## DXC's values

Our DXC Values are the fabric of DXC. They bind us together, regardless of where or how we work: **Deliver**: We do what we say we are going to do. **Do the right thing**: We act with integrity. **Care**: We take care of each other and foster a culture of inclusion and belonging. **Collaborate**: We work as a team — globally and locally. **Community**: We believe in stewardship and building a sustainable company that supports our communities.

## DXC's commitments

As we deliver excellence to our customers and colleagues around the world, our ability to serve them depends on an uncompromising commitment to doing the right thing and acting with integrity. We attract highly skilled and educated employees. Our main human rights-related focus areas are fostering good practice through our large and diverse global supply chain and promoting a diverse and inclusive corporate culture:

- **Fostering good practice within our global supply chain.** We provide reasonable working conditions for all employees, including fair working hours and wages, and 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 diversity.** Individuals create a dynamic workplace at DXC. To deliver the best solutions to our customers, we harness the energy, creativity, talents and insights of our diverse global workforce. Our strength lies in valuing differences, encouraging input from all perspectives and uniting teams around common goals.

DXC forbids any form of slavery, human trafficking, forced labor and child labor, and is committed to complying with applicable laws prohibiting such exploitation. Please see our [Responsible Supply Chain Principles](#) for more information on our requirements for suppliers.

## Overarching principles

DXC's Human Rights Principles (the Principles), set forth below, are our own. The Principles encourage employees and suppliers to go beyond legal compliance, drawing upon internationally recognized standards to advance social and environmental responsibility and ethical business practices. In no case can complying with the Principles violate local laws. Further, there are instances where DXC Principles go above and beyond local regulations to best protect DXC's employees and contractors.

In developing our Principles, we look to, among others, 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 are as follows:

- **Fair employment practices.** DXC acts with integrity and 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 any unreasonable restrictions being placed on entering or exiting company-provided facilities.

We require workers to be provided with written terms and conditions of employment prior to the worker departing from his or her country of origin, and we don't allow substitutions or changes in the employment agreement upon beginning employment unless these changes are made to meet local laws and provide equal or better terms. There will be no coercion placed on any employee to sign an employment agreement.

- **Health and safety.** At DXC, we inspire and take care of our people. We are committed to providing a safe and healthy work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions. We take all appropriate and necessary steps to prevent injuries, provide regular health and safety worker training, use an ISO 45001 certified system to detect threats to health and safety, and provide access to bathrooms and potable water.
- **Equal opportunity and non-discrimination.** We believe that diversity makes our team stronger, and this is why we're committed to promoting diversity and ensuring equal opportunity and fair treatment for all. DXC advocates fairness and equality of opportunity and protection of minority groups' rights, such as Indigenous People, and protection of women's rights. DXC does not discriminate based on race, skin color, religious creed, national 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, in accordance with the law in any and all DXC jurisdictions.
- **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 colleagues, customers, suppliers, business partners, visitors and shareholders with dignity, respect and professionalism at all times. DXC encourages openness, creativity and diverse cultural expression among its workforce, while maintaining a respectful work environment that reflects our DXC Values.
- **Discipline.** DXC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse. There will be no threat of any such treatment by anyone working for DXC or by any third-party supplier such as private security forces.
- **Retaliation.** DXC does not tolerate retaliatory actions by its managers or employees 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 and be sufficient to meet the basic needs of our workers and their families. 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.

DXC has implemented a Global Data Protection program aimed at fostering the protection of confidential information uniformly and cohesively, as well as complying with international regulations on privacy and data protection.

## Applicability

This policy applies worldwide to all directors, officers and employees of DXC Technology and its subsidiaries and affiliates, business partners and suppliers, agents and other representatives.

## Governance

DXC has established DXC Integrity, comprising the Ethics & Compliance and Global Data Protection programs, to promote a culture of performance with integrity that encourages ethical conduct, reinforces corporate values, and drives compliance with the Code of Conduct, internal policies and the law.

All employees, Board directors and contractors are required to complete the Code of Conduct training annually. Any concerns about violations of our Human Rights Statement are expected to be reported immediately to management, via DXC Integrity or via DXC's confidential reporting channel, the SpeakUp Line.

DXC's management reviews emerging trends and issues on human rights and periodically convenes a DXC Integrity Committee to review current initiatives and monitor the operation and activity of the DXC SpeakUp Line reporting channel.

## Raising Concerns — Grievance mechanism

DXC's values, Code and policies set the expectation that employees, and anyone working with or on behalf of DXC, should report any violation — including that related to human rights — whether witnessed or suspected.

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.

Our DXC SpeakUp program establishes several channels through which employees can seek guidance or report concerns confidentially (to the fullest extent possible); and, in the case of the SpeakUp Line, employees have the option to report anonymously where this is allowed by local law.

These channels include: the employee's manager; "skip-level" manager or any other individual in the employee's management chain; Human Resources; Legal; the SpeakUp mailbox, [speakup@dxc.com](mailto:speakup@dxc.com); the SpeakUp Line, DXC's always-available, confidential, anonymous, toll-free and web-enabled advice and reporting channel; and Internal Audit. The SpeakUp Line is open to all employees, our suppliers, contractors and their employees.

## **Authorization and availability**

This Human Rights statement was approved by DXC's Executive Vice President, Chief Human Resources Officer, Mary Finch, on 19th of September.

This statement will be posted on [DXC.com](https://www.dxc.com) as well as internal channels, and will be submitted to the relevant authorities.

A handwritten signature in black ink, appearing to read 'Mary Finch', written in a cursive style.

Mary Finch  
Executive Vice President, Chief Human Resources Officer

## **Related Policies and Documents:**

[Responsible Supply Chain Principles](#)

[Modern Slavery Statement](#)

[Code of Conduct](#)

[Health and Safety Policy](#)

[DXC Values](#)

