

DXC RESPONSIBLE SUPPLY CHAIN PRINCIPLES

At DXC Technology, we consider sustainability to be an essential component of our business processes in areas from corporate and social responsibility to sound business ethics. As a technology group, we purchase software, hardware, services and labor from suppliers worldwide in order to secure the sustainable success of our clients by providing innovative solutions for products and services.

Our suppliers are an integral part of our sustainability strategy. In all our procurement activities, we take into careful consideration a set of economic, process-driven and technical criteria as well as essential social, environmental and ethical responsibilities such as human rights, labor conditions, anticorruption concerns and environmental protection.

This is why we have established the DXC Responsible Supply Chain Principles. These Principles speak to the commitments we make to our clients and our relationships built on trust and personal responsibility. They establish the standards required for conducting business with DXC. DXC's own Human Rights Statement was developed following the tenets of the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights.

We expect our suppliers to introduce suitable processes within their organizations that support compliance with applicable statutes and that drive continuous improvements with regard to the principles and requirements laid out in these Principles.

Our goal is to work with our suppliers to ensure full compliance with these Principles, as they in turn apply them to their own suppliers with whom they work to deliver goods and services for DXC. We will consider these Principles in our selection of suppliers, and DXC reserves the right to monitor supplier processes and procedures against these Principles as part of DXC's ongoing Responsible Supply Chain Program.

1. Human rights

Human Rights. DXC expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses, as defined by law or otherwise identified by international human rights organizations and conventions.

Harassment, Harsh or Inhumane Treatment. DXC expects its suppliers to create and maintain an environment that treats all employees with dignity and respect, and not to engage in any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse in the conduct of its business. No harsh or inhumane treatment, coercion or corporal punishment of any kind is to be tolerated by a supplier in the conduct of its business, including concerning its business with any indirect suppliers.

Health and Safety. DXC expects its suppliers to follow all applicable laws and regulations to ensure a safe and healthy workplace for all personnel, including the personnel of any indirect suppliers. This includes mitigating actual as well as potential health and safety risks at work. Suppliers will provide the same standard of health and safety in any housing that it provides for its employees. At a minimum, suppliers should strive to implement recognized workplace systems, procedures and controls for the health and safety of all personnel in compliance with nationally and internationally recognized standards.

Wages and Benefits. DXC expects its suppliers to comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours. DXC expects its suppliers will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum work week is shorter, that standard shall apply. Employees should be allowed at least 1 day off per 7-day week.

Conflict Minerals. DXC expects its suppliers and their indirect suppliers, where they supply products containing tantalum, tin, gold, or tungsten, to be in full compliance with the U.S. Conflict Minerals Law. DXC expects that its suppliers and their indirect suppliers shall provide such further cooperation as DXC may reasonably require in order to meet any obligations it may have under the Conflict Minerals Law.

2. Labor

DXC expects suppliers will respect and comply with the fundamental rights granted to all employees under applicable national statute. Furthermore, we expect our suppliers to fully recognize the labor standards issued by the ILO, taking into due account the applicable laws and regulations in different countries and at different sites.

Freedom of Association and Collective Bargaining. DXC expects its suppliers and their indirect suppliers to recognize and respect the rights of employees to freely associate, organize and bargain collectively in accordance with the laws of the countries in which they are employed.

Forced or Involuntary Labor. DXC requires that its suppliers and their indirect suppliers do not and will not use any forced, bonded or indentured labor or involuntary prison labor. All work, including overtime work, will be voluntary and workers should be free to leave upon reasonable notice. Suppliers will not mandate that workers hand over government-issued identification, passports or work permits as a condition of employment.

Human Trafficking. DXC does not tolerate any form of human trafficking or exploitation of staff employed directly by suppliers or through a recruitment agency. DXC expects its suppliers to adhere to UN Article 3 Protocol to Prevent, Suppress and Punish trafficking in Persons.

Child Labor. DXC suppliers will not use child labor in any form within their organization, in line with the ILO conventions.

Discrimination. DXC does not tolerate any form of discrimination in hiring and employment practices on the grounds of race, color, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status. DXC expects that its suppliers and their indirect suppliers will align to DXC's no-discrimination policies, including as they relate to access to training, promotion and rewards.

3. Bribery and corruption

Corruption. DXC expects its suppliers and their indirect suppliers to adhere to the highest standard of moral and ethical conduct in line with all UN and Organisation for Economic Co-operation and Development (OECD) conventions against corruption, and to comply with all local laws and regulations as they relate to fair business practices. Suppliers are expected to ensure that their employees, subcontractors and agents do not engage in any form of corrupt practices, such as extortion, fraud or bribery with the goal of securing an order award or any other form of preferential treatment in their business transactions.

Conflict of Interest. Suppliers are expected to disclose to DXC (and indirect suppliers are expected to disclose to supplier, for further disclosure to DXC): (i) any situation that may appear as a conflict of interest; and (ii) any DXC employee or other professional under contract with DXC who may have an interest of any kind in the supplier's business or any kind of economic ties with the supplier.

Gifts and Hospitality. DXC does not accept inducements or gifts (other than items of small value such as calendars or other token items). DXC will accept only that which it deems to be "reasonable and proportionate" hospitality, and will not allow hospitality to influence a business decision or to lead to unfair business advantage. DXC expects its suppliers to align to these principles in their business dealings with DXC, the indirect suppliers, and any other persons related to business activities by, for or on behalf of DXC.

4. Environment

Suppliers and their indirect suppliers are expected to implement a responsible environmental policy in accordance with all applicable local, national and global environmental laws, such as requirements around greenhouse gas emissions, use of chemicals and hazardous materials, waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

Suppliers are expected to develop procedures to minimize their impact on the environment in accordance with general principles 7, 8 and 9 of the UN Global Compact, as follows:

- Support a precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and diffusion of environmental friendly technology.

Suppliers must also comply with any additional environmental requirements specific to the products or services being provided to DXC as called for in design and product specifications, and contract documents. Suppliers should strive to implement management systems to meet these requirements.

Greenhouse Gas (GHG) Emissions. DXC expects its suppliers and their indirect suppliers to, as part of a responsible environmental policy, measure, monitor and report significant sources of GHG emissions. Suppliers and indirect suppliers should set targets to reduce excess GHG emissions, and externally report their progress.

Pollution. DXC expects its suppliers and their indirect suppliers to investigate possible sources of known air, land and water pollutants and to implement controls to prevent pollutant release in excess of environmentally prudent limits as dictated by local law and generally accepted environmental conservation standards.

Waste. Suppliers and their indirect suppliers are expected to establish and maintain controls designed to minimize the impact of waste throughout the supply chain, including the production and packaging of waste and end-of-life treatment of products, encouraging recycling and reuse at all stages.

Hazardous Materials. Suppliers and their indirect suppliers are expected to establish and maintain controls to eliminate hazardous substances and materials from products and services, and to promote the use of suitable alternatives, whenever practicable. Where substitution is not possible, suppliers will distribute information on product hazardous substances as well as appropriate handling instructions for safe end-of-life treatment and disposal.

Preservation of Resources. DXC expects all suppliers and their indirect suppliers to establish and maintain controls to minimize the use of nonrenewable and scarce resources in the supply chain. Suppliers should source and promote renewable and more abundant substitutes whenever practicable.

5. Equality, diversity and inclusion

Diversity. It is the policy of DXC to affirmatively seek the participation of small business, small disadvantaged business and woman-owned small business concerns, as well as other similar groups in the performance of subcontracts and procurements. DXC expects its suppliers to be similarly aligned to these principles, including concerning the selection of any indirect suppliers.

Unrestricted Competition. DXC expects suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter into agreements with competitors that might constitute a breach of antitrust law, or to take advantage of any dominant market position they might hold.