



► Human rights statement

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.

We set out our human rights commitments in our Code of Business Conduct and our Responsible Supply Chain Principles. Human Rights Statement confirms our key commitments and principles and provides the framework for our other statements.

As a leading global IT services company, DXC attracts highly skilled and educated employees. Our main human rights-related focus areas are: promoting good practice through our large and diverse global supply chain and supporting a diverse and inclusive corporate culture.

Promoting diversity. Individuals create a dynamic workplace at DXC. To deliver the best solutions to our clients, 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.

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.

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, set forth below, are our own. The Principles also encourage employees and suppliers to go beyond legal compliance, drawing upon internationally recognized standards to advance social and environmental responsibility and business ethics. In no case can complying with the Principles violate local laws. If, however, there are differing standards between the Principles and local law, DXC considers conformance to the Principles as meeting the strictest requirements.

DXC Technology is a member of the UN Global Compact.

We look to, among others, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the UN Universal Declaration of Human Rights in developing our Principles.

However, they represent DXC's statement of its own standards on these subjects rather than those of a third party.

- **Child labor.** DXC prohibits the use of child labor, in accordance with ILO Convention 138.
- **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. There shall be no 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.

Workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin, and there shall be no substitution(s) or change(s) allowed in the employment agreement upon beginning employment unless these changes are made to meet local law and provide equal or better terms. There will be no coercion placed on any employee to sign an employment agreement.

- **Health and safety.** DXC is 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 a system to detect threats to health and safety; and provide access to bathrooms and potable water.
- **Discrimination.** DXC advocates fairness and equality of opportunity and protection of minority groups' rights and protection of women's rights. DXC does not discriminate based on race, color, religious creed, national origin, citizenship, marital status, sex, sexual orientation/gender identity and expression, age, disability and protected veteran status, or any other protected characteristics, in accordance with the law in any and all DXC jurisdictions.
- **Discipline.** DXC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse; nor is there to be the threat of any such treatment.
- **Compensation.** DXC's wages paid for a standard work week must meet at least legal or industry minimum standards and be sufficient to meet the basic needs of our workers and their families. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be 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.
- **Freedom of association and right to collective bargaining.** DXC respects the right of all its workers to form or not to form and 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. Workers and their representatives shall be free to openly communicate and share ideas and concerns with management without fear of discrimination, reprisal, intimidation or harassment.

Applicability

This policy applies worldwide to all directors, officers and employees of DXC Technology and its subsidiaries and affiliated entities.

Governance

The DXC Technology Ethics and Compliance Office (ECO) has responsibilities relating to the implementation of DXC's Code of Business Conduct. All employees and Board directors are required to complete Code of Business Conduct training annually. Any concerns about violations of or misconduct of our Human Rights Statement can be reported in confidence to the ECO or through DXC OpenLine.

Any emerging trends or issues on human rights are reviewed by the Corporate Responsibility Steering Committee, comprising executive management. Additionally, DXC's management periodically convenes an Ethics Committee to review current initiatives and monitor the operation and activity of DXC's OpenLine.

About DXC Technology

DXC Technology (NYSE: 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. With decades of driving innovation, the world's largest companies trust DXC to deploy our enterprise technology stack to deliver new levels of performance, competitiveness and customer experiences. Learn more about the DXC story and our focus on people, customers and operational execution at www.dxc.technology.