

Scope

This policy statement applies to Occupational, Health and Safety stewardship and applies across all Cognizant entities.

Guiding principles

Cognizant is dedicated to protecting the Occupational health and safety (OHS) of all individuals connected to our operations, including associates, vendors, visitors, clients, and the communities we serve globally.

We:

- Strive to meet all applicable occupational, health and safety legal and regulatory requirements. The Global Environment Health and Safety (EHS) Center of Excellence team will evaluate OHS performance by monitoring ongoing performance results outlined in the guideline for OHS objectives and targets and through periodic management reviews with key business leadership.
- Follow laws and regulations and adopt our own standards where laws and regulations do not provide adequate controls.

We focus on:

- **Risk assessments** - Cognizant conducts formal occupational health and safety risk assessments and hazard identification and mitigation plans.
- **Occupational, health and safety training** - Cognizant facilitates occupational health and safety training programs for employees and contractors.
- **Communication, incident reporting and investigation** - We communicate OHS programs to Cognizant associates and interested parties, encouraging them to report any occupational health and safety concerns and to adopt OHS best practices. Cognizant has systems in place for reporting workplace incidents, near misses, and corrective actions, with active input from employees and, where applicable, their representatives.
- **Continuous improvement** - Cognizant drives continuous improvement in Occupational health, and safety, performance through audits, performance reviews, and key metrics. These efforts are supported by our executive management who review environmental, health and safety, and social matters.
- **Compliance and certifications** - Cognizant aligns fully with recognized occupational health and safety standards, including ISO 45001. Executive management formally endorses the implementation of this OHS policy statement, reinforcing our commitment to a safe and healthy work environment.

Related Policies and Processes

- [Code of Ethics](#)
- [Ethics & Compliance Helpline](#)
- [Human Rights Policy](#)
- [Whistleblower and Non-Retaliation Policy](#)
- [Supplier Standards of Conduct](#)
- [Modern Slavery Statements](#)
- [Environmental Policy Statement](#)

Version History

Revision Date	Description of Change
Dec-16-2020	Initial release.
Jan-13-2021	Edits made to the Second bullet of the Policy: “Knowing and complying” changed to “Complying”.
April-30-2021	Translation added to the document.
Oct-20-2022	Cognizant commitment updated based on audit inputs and Cognizant leadership
Jun-21-2023	Scope and commitment updated based on Cognizant leadership inputs and the updated policy signed by Chief Corporate Affairs Officer
Apr-27-2026	Standalone OHS policy statement was created and entire policy was updated.

Policy Control Information

Policy Name: Occupational, Health and Safety Policy Statement

Revision Date: APR-27-2026

Policy Owner: Legal and Corporate Administration

Policy Availability:

Internal ☒

External ☒

Department: Corporate Real Estate
Workplace Services

Effective Date: APR-27-2026