



To: US Employees and Subcontractors  
Date: April 21, 2025  
Subject: Equal Opportunity Statement

DXC Technology Company (DXC) is strongly committed to equal opportunity. We consistently promote this commitment in our overall efforts to support an inclusive company culture. The more we value our individual differences and nurture our unique strengths, the more we can inspire, innovate and accomplish as a team. As an integral part of our business strategy, this commitment to equal opportunity and inclusion promotes an open environment of tolerance, understanding and mutual respect. It also serves as both a catalyst and an essential advantage in the success of our global business. Please take a moment to review and familiarize yourself with the important information below.

### **Equal Opportunity Policy**

DXC is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is the company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, customer, or client on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law. It is also the company's policy to prohibit all forms of retaliation against any individual who has complained of harassing or discriminatory conduct or participated in a company or agency investigation into such complaints.

DXC does not discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, DXC will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

### **Affirmative Action Policy for Protected Veterans and Individuals with Disabilities**

DXC complies with Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Accordingly, it is DXC's policy to take action to employ and advance in employment protected veterans (disabled veterans, recently separated veterans, Armed Forces Service Medal veterans or active duty wartime or campaign badge veterans) and individuals with disabilities at all levels of employment, including the executive level. DXC also will provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment with a disability, unless the accommodation would impose undue hardship on the operation of DXC's business.

DXC Technology will recruit, hire, train, and promote individuals in all job titles, and will ensure that all other personnel actions are administered, without regard to an individual's protected veteran or disability status. All employment decisions will be based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act or practice made unlawful by Section 4212, Section 503, their implementing regulations, or any other Federal, State, or local law requiring equal opportunity for protected veterans or individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503, or their implementing regulations.

The non-confidential portions of the affirmative action program for protected veterans and individuals with disabilities is available for inspection upon request by any employee by contacting [Employee Connect](#),

Monday through Friday, 8:00 a.m. to 5:00 p.m. (ET). Applicants for employment should contact DXC Connect at <https://dxchr.service-now.com/csp>.

### **Application of Equal Opportunity and Veterans and Individuals with Disabilities Affirmative Action Policies**

This Statement applies whenever and wherever a US company employee is performing a function of their job, including all DXC locations, client worksites, and company-sponsored or client-sponsored business and social functions. Employment decisions must be based only on valid job requirements and business needs, and this Statement extends to all terms, conditions and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, separation and disciplinary actions.

DXC adheres to the requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA). This act provides benefits to employees who are absent from the workplace to perform service in the uniformed services, including military training and voluntary and involuntary active duty.

### **Workplace Abusive Conduct and Harassment, Including Sexual Harassment**

A key component of the company's commitment to equal opportunity is zero tolerance for workplace abusive conduct and harassment based on, or because of, an individual's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or any other reason prohibited by law. Such harassment, whether committed by company personnel or by clients, customers, vendors, or other individuals doing business with DXC, will not be tolerated.

Prohibited harassment occurs when a supervisor, coworker, or nonemployee behaves or acts in such a way that creates a hostile work environment for another employee, based on an individual's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or other protected characteristic. DXC management is responsible for ensuring compliance.

### **Obligations of Company Personnel**

DXC personnel have an obligation to contribute to a workplace free from harassment and discrimination. DXC encourages any employee who suffers or observes harassment or any other violation of this policy to notify their supervisor, a department head, a member of the People & Culture department or contact Employee Connect\*. DXC will promptly investigate the alleged misconduct, as appropriate, and, if a violation of this policy is found, will take immediate and appropriate corrective action.

### **Zero Tolerance for Retaliation**

Every employee is encouraged to come forward without fear of reprisal if they experience or witness a violation of these provisions, as DXC prohibits all forms of retaliation against anyone who, in good faith, complains that these provisions are not being followed, or who otherwise participates in a company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint. If you believe that you have been subjected to retaliation, direct your complaint to Employee Relations at [Employee Connect](#), your supervisor, a department head, or a member of the People & Culture department.

After receiving a complaint alleging a violation of the company's provisions on equal opportunity policy, the company will investigate and take corrective action, as appropriate. Complaints and investigations will be kept strictly confidential to the maximum extent possible. No one, regardless of position or length of service, is exempt from these policies.

### **Responsibility for Implementation**

While all employees must meet these regulatory requirements, DXC's executive leadership is obligated to demonstrate leadership supporting these programs and policies. The Chief People Officer has

responsibility for DXC's EEO policy and for ensuring that our EEO practices conform with Federal, State and local laws, guidelines and regulations.

**Questions?**

If you have questions, contact your designated People & Culture business partner or EEO compliance specialist at Employee Connect to arrange for a review of any action you feel may not be in compliance with DXC's equal opportunity policy or with Federal, State or local law or regulation.

**Employees**

Employees should contact [Employee Connect](#), Monday through Friday, 8:00 a.m. to 5:00 p.m. (ET).

**External Applicants**

External applicants should contact DXC Connect at <https://dxchr.service-now.com/csp>.

DXC Technology is an equal opportunity employer. You can learn more about your rights by viewing the Federal "[Know Your Rights](#)" poster.