



Sustainably delivered.

2019
GRI Report



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Preamble

DXC Technology, the world's leading independent, end-to-end IT services company, manages and modernizes mission-critical systems, integrating them with new digital solutions to produce better business outcomes. The company's global reach and talent, innovation platforms, technology independence and extensive partner network enable more than 6,000 private- and public-sector clients in 70 countries to thrive on change. For more information, visit www.dxc.technology.

This report presents DXC data for its fiscal year 2019, from April 1, 2018 through March 31, 2019.

EXPLANATORY NOTE:

This Global Reporting Initiative ("GRI") report does not include the financial results for DXC.

For financial information, please refer to DXC's Annual Report on Form 10-K for the fiscal year ended March 31, 2019, which was filed June 13, 2019 with the Securities and Exchange Commission (the "SEC"), and any updating information in subsequent SEC filings, available on DXC's website and through the SEC's EDGAR system.

https://www.dxc.technology/investor_relations/insights/146827-2019_annual_report

<https://www.sec.gov/Archives/edgar/data/1688568/000168856819000055/dxcfy1910-k.htm>

Global Reporting Initiative Universal Standards (GRI 100)

1. Global Reporting Initiative 102: General Disclosures

1.1. Organizational profile

Disclosure 102-1: Name of the organization: DXC Technology <https://www.dxc.technology/>

Disclosure 102-2: Activities, brands, products, and services: A description of our activities and services is available at: <https://www.dxc.technology/services?ref=nmntop>

Our services include analytics, applications, business process services, cloud, consulting, enterprise and cloud applications, security, workplace, and mobility, organized by industries.

None of DXC's primary brands or services are banned in any markets.

Disclosure 102-3: Location of headquarters: 1775 Tysons Blvd., Tysons, Virginia 22102, United States

Disclosure 102-4: Location of operations: The names and number of countries where the organization operates are available at: https://www.dxc.technology/about_us/flex/32026-global_locations

Disclosure 102-5: Ownership and legal form:
https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Disclosure 102-6: Markets served: DXC serves government clients or business customers only (not individuals), from all sectors globally.

Disclosure 102-7: Scale of the organization

I. Total number of employees by country or region for DXC FY19:

Region	Country	Female	Male	Unknown	Total
Americas	Argentina	266	666	1	933
	Brazil	1,132	1,917	1	3,050
	Canada	732	1,547	29	2,308
	Chile	40	192		232
	Colombia	18	27		45
	Costa Rica	650	1,120		1,770
	Mexico	392	804		1,196
	Panama	4	7		11
	Peru	23	58	2	83
	United States of America	9,765	14,502	37	24,304
	Americas - Total	13,022	20,840	70	33,932
Asia	China	1,218	1,246	1	2,465
	Hong Kong	31	144		175
	India	11,172	27,006	37	38,215
	Indonesia	15	28		43
	Japan	153	585		738
	Korea, Republic of	18	34		52
	Malaysia	1,090	1,980	2	3,072
	Philippines	2,126	3,353	11	5,490
	Singapore	257	635		892

Region	Country	Female	Male	Unknown	Total
	Taiwan	61	107	1	169
	Thailand	61	162	1	224
	Vietnam	305	809		1,114
	Asia - Total	16,507	36,089	53	52,649
Australia and New Zealand	Australia	1,521	4,217	38	5,776
	Fiji	8	12		20
	New Zealand	198	420	2	620
	Australia and New Zealand - Total	1,727	4,649	40	6,416
Central and Northern Europe	Austria	71	216		287
	Bulgaria	1,354	2,063	65	3,482
	Croatia	1	1		2
	Czech Republic	422	381		803
	Denmark	202	480	1	683
	Finland	23	99		122
	Germany	692	2,272		2,964
	Greece	2	2		4
	Hungary	209	380		589
	Lithuania	153	217		370
	Netherlands	82	608		690
	Norway	45	122	1	168
	Poland	1,249	1,081	7	2,337
	Romania	372	181	1	554
	Russian Federation	25	22		47
	Serbia	63	74		137
	Slovakia	207	1,037	2	1,246
	Sweden	117	383		500
	Switzerland	75	536		611
	Turkey	3	4		7
	Ukraine	2	2		4
	Central and Northern Europe - Total	5,369	10,161	77	15,607
Southern Europe	Belgium	181	640		821
	France	738	1,754	1	2,493
	Italy	535	1,165	209	1,909
	Luxembourg	10	105		115
	Portugal	73	123		196
	Spain	2,041	2,512	6	4,559
	Southern Europe - Total	3,578	6,299	216	10,093
UK&I Middle East & Africa	Egypt	238	199	2	439
	Ireland	100	205	3	308
	Israel	69	122		191
	Kazakhstan	2	8		10
	Morocco	3	3		6
	Nigeria	1	4		5
	Qatar	1	13		14
	Saudi Arabia	28	149	4	181
	South Africa	69	152		221

Region	Country	Female	Male	Unknown	Total
	Tunisia	117	62	1	180
	United Arab Emirates	26	134		160
	United Kingdom	2,245	6,017	53	8,315
	UK&I Middle East & Africa - Total	2,899	7,068	63	10,030
Total		43,102	85,106	519	128,727

II. Total number of operations: DXC countries of operations:

#	Work Location Country Desc	#	Work Location Country Desc	#	Work Location Country Desc
1	Argentina	23	India	45	Qatar
2	Australia	24	Indonesia	46	Romania
3	Austria	25	Ireland	47	Russian Federation
4	Belgium	26	Israel	48	Saudi Arabia
5	Brazil	27	Italy	49	Serbia
6	Bulgaria	28	Japan	50	Singapore
7	Canada	29	Kazakhstan	51	Slovakia
8	Chile	30	Korea, Republic of	52	South Africa
9	China	31	Lithuania	53	Spain
10	Colombia	32	Luxembourg	54	Sweden
11	Costa Rica	33	Malaysia	55	Switzerland
12	Croatia	34	Mexico	56	Taiwan
13	Czech Republic	35	Morocco	57	Thailand
14	Denmark	36	Netherlands	58	Tunisia
15	Egypt	37	New Zealand	59	Turkey
16	Fiji	38	Nigeria	60	Ukraine
17	Finland	39	Norway	61	United Arab Emirates
18	France	40	Panama	62	United Kingdom
19	Germany	41	Peru	63	United States of America
20	Greece	42	Philippines	64	Vietnam
21	Hong Kong	43	Poland		
22	Hungary	44	Portugal		

III. Net sales (for private sector organizations by countries or regions that make up 5% or more of total revenues):

DXC Technology FY19 revenues

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Total capitalization (for private sector organizations) broken down in terms of debt and equity:

DXC Technology FY19 total debt: \$7,412million; DXC FY19 total equity: \$11,725 million.

Source:

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf page 30; ITEM 6. SELECTED FINANCIAL DATA (UNAUDITED)

Quantity of services provided:

Not applicable to DXC.

Disclosure 102-8: Information on employees and other workers

a. Total number of employees by employment contract (permanent and temporary), by gender:

Count	Female	Male	Unknown	Summary	
Casual		103	125	2	230
Fixed Term		188	310	1	499
International Assignee		176	1,216		1,392
Regular		42,252	82,357	487	125,096
Temporary/Fixed Term		99	231	7	337
Unknown		284	867	22	1,173
Summary		43,102	85,106	519	128,727

b. Total number of employees by employment contract (permanent and temporary), by region:

Female

Count	Casual	Fixed Term	International Assignee	Regular	Temporary/Fixed Term	Unknown	Summary
Americas	44		120	12,843	15		13,022
Asia		142	8	16,317	40		16,507
Australia and New Zealand	10	27	9	1,679	2		1,727
Central and Northern Europe		1	4	5,070	10	284	5,369
Southern Europe	49	6	7	3,491	25		3,578
UK&I Middle East & Africa		12	28	2,852	7		2,899
Summary	103	188	176	42,252	99	284	43,102

Male

Count	Casual	Fixed Term	International Assignee	Regular	Temporary/Fixed Term	Unknown	Summary
Americas	47	9	897	19,828	59		20,840
Asia	1	179	30	35,811	68		36,089
Australia and New Zealand	15	39	46	4,539	10		4,649
Central and Northern Europe		3	32	9,227	32	867	10,161
Southern Europe	62	8	33	6,180	16		6,299
UK&I Middle East & Africa		72	178	6,772	46		7,068
Summary	125	310	1,216	82,357	231	867	85,106

c. Total number of employees by employment type (full-time and part-time), by gender:

Count	Female	Male	Unknown	Summary
Full time	40,950	83,570	479	124,999
Part time	1,868	669	18	2,555

Unknown	284	867	22	1,173
Summary	43,102	85,106	519	128,727

- d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees:

Not applicable to DXC

- e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries):

DXC Technology has temporary/fixed contract employees, but they do not work in seasonal variances.

- f. An explanation of how the data has been compiled, including any assumptions made:

Our Human Resources (HR) Analytics group has collected all the data.

Disclosure 102-9: Description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services

DXC Technology has a global supply chain management function that encompasses the planning and management of activities involved in sourcing and procurement of goods and services from third-party suppliers. Key spend areas include IT hardware, software, network, labor services, and corporate indirect goods and services. The function plays an important role in developing and implementing global and regional category and supplier management strategies that aim toward strong partner relationships and continuous improvement in the areas of price, quality and services.

Disclosure 102-10: Significant changes to the organization and its supply chain

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Disclosure 102-11: Whether and how the organization applies the Precautionary Principle or approach

At DXC Technology, we adopt a precautionary approach whenever there is a possible risk to health, safety or the environment. We carry out an evaluation through our internal enterprise and operational risk management activities. At an enterprise level, we perform risk assessments at periodic intervals to identify key risks to the company. We then analyze these risks for impact under defined criteria and prioritize them for action. We develop mitigation plans to adequately address the risks, which we then track and report to executive leadership. At an operational level, our businesses have established mechanisms to continuously identify relevant risks that can affect operations, and the business tracks and monitors such risks on a regular basis. Organizations within DXC escalate risks, as appropriate, to take required action.

Disclosure 102-12: External initiatives: List of externally-developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes, or which it endorses

DXC Technology routinely engages with a range of third-party organizations globally and regionally:

- Business for Social Responsibility (BSR)
- The Institute of Corporate Responsibility & Sustainability
- All Party Parliamentary Corporate Responsibility Group
- Confederation of British Industry (CBI)

- Corporate Executive Board
- Intellect

Disclosure 102-13: Membership of associations: List the main memberships of industry or other associations, and national or international advocacy organizations

The reporting organization should include memberships maintained at the organizational level in associations or organizations in which it holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views its membership as strategic.

DXC maintains memberships with or otherwise engages with these organizations:

- International Labor Organization/Global Disability Network (ILO/GDN)
- UPWARD (Global Network for Executive Women)
- Out and Equal
- Disability: IN (formerly the U.S. Business Leadership Network [USBLN])
- National Organization on Disability (NOD)
- Bender Consulting Services, Inc.
- Hispanic IT Executive Council (HITEC)
- Military Spouse Employment Partnership (MSEP)
- National Action College for Minorities in Engineering (NACME)
- Wounded Warrior hiring programs

1.2. Strategy

Disclosure 102-14: Statement from senior decision-maker

DXC Technology (NYSE: DXC) is a global IT services company that leads digital transformations for clients by managing and modernizing mission-critical systems, integrating them with new digital solutions to produce better business outcomes. Our global reach and talent, innovation platforms, technology independence and extensive partner network enable 6,000 private and public-sector clients in 70 countries to thrive on change. DXC is a recognized leader in corporate responsibility.

The company was formed on April 1, 2017, by the merger of CSC and the Enterprise Services business of Hewlett Packard Enterprise (HPE ES). DXC Technology has successfully guided the world's largest enterprises and government agencies through successful change cycles. With ~ 138,000 employees worldwide, the company's deep experience gives it a clear and confident vision to help clients navigate the future.

DXC Technology is a Fortune 500 company and represented in the S&P 500 Index. The company works to create greater value for clients, partners and shareholders, and to present growth opportunities for its people. DXC Technology is ranked among the world's best corporate citizens.

Materiality, strategy, and goals

DXC Technology has undertaken a detailed materiality analysis that has helped us to define our key CR objectives. It is our goal to establish DXC Technology as a responsible and sustainable company that

parallels the quality of our IT and business services reputation, supports our clients in their own sustainability objectives, and achieves triple bottom-line benefits from sustainable best practice.

In the short term, DXC's CR strategy will focus on reporting, energy efficiency, energy management standards, and identifying where we can help our clients meet their own carbon reduction goals. To win new business, we must be able to provide responses to new business requests that articulate solutions that will support our clients and show environmental and social progress. We have identified "quick win" initiatives to save energy and have communicated these internally.

Mid- and longer term, with energy efficiency being part of DXC's overall IT strategy, we continue to focus on data center technology and business process design in the areas of data center planning and management, energy and emissions measurement and reporting, and industry/peer benchmarking. In the areas of systems implementation and integration, we continue to offer and expand services in server virtualization and consolidation, cloud computing, storage consolidation, data center consolidation, and green data center certification. We will align this approach with the global rollout of ISO 50001 and upskilling of data center personnel.

We have established the DXC Foundation, a registered 501(c)(3) charity in the United States, to provide structure to our philanthropic activities, aligning our giving with our mission and values. The Foundation invests in community-based, employee-led programs in science, technology, engineering and mathematics (STEM) to help young people engage with technology, address the digital skills gap, and provide a future pipeline of talents.

We have set a global environmental 3-year plan for DXC Technology that covers all DXC regions, facilities, and data centers owned or directly managed by DXC. We have retained a commitment to absolute reduction targets, which aligns with the ethos of the UN Sustainable Development Goals and the Paris Agreement. The plan uses FY17 as the baseline for the 3-year targets, with progress against our objectives evaluated annually. Given the rapidly changing nature of the IT market and the clients we serve, we maintain 3-year targets to reduce the need to re-state emissions due to corporate changes on an annual basis. We will build on this approach and, over the long term, we will strive to continually minimize our impact on the environment and improve resource efficiency in the areas of energy, data center management, natural resource protection, sustainable consumption, and travel and transportation.

Some of our achievements in FY19 include

- Achieved a 24.6% reduction in absolute energy consumption and 21.3% reduction in absolute global greenhouse gas emissions globally;
- Opened new DXC Digital Transformation Centers where employees upskill in next-generation technologies and find new career opportunities;
- Ranked on the Dow Jones Sustainability Index (DJSI) North America 2018 based on our excellence across economic, environmental and social benchmarks;
- Reached a top score of 100 on the 2019 Disability Equality Index based on accessibility, community engagement and other measures
- Sponsored DXC Codes to help young people creatively apply science, technology, engineering and mathematics (STEM) skills and solve problems with advanced technology; and
- Invested in our people with experiential, educational and training initiatives to continually elevate their skills and create new career and growth opportunities.

More detail in relation to these achievements and our sustainability programs is available in our latest Corporate Responsibility (CR) Report, available at: <http://www.dxc.technology/cr>.

Disclosure 102-15: Description of key impacts, risks, and opportunities

See DXC Technology 10-K Item 1A. RISK FACTORS section (at:

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

1.3. Ethics and integrity

Disclosure 102-16: Values, principles, standards, and norms of behavior

DXC Technology promotes a culture of performance with integrity. DXC's Code of Business Conduct applies to all directors, officers and employees of DXC. We set forth our policies and expectations on numerous topics, including conflicts of interest, human rights, confidentiality, insider trading, protection of DXC and customer property, and providing a proper and professional work environment. All staff are required to complete annual mandatory Code of Business Conduct training, which incorporates anti-corruption training.

DXC seeks to pursue and conduct all of our business, everywhere, in strict accordance with the highest standards of ethics and laws of the United States and other nations, and their states and localities. DXC's standing as an ethical company is a critical asset that all directors, officers, managers and employees are to protect at all times. Officers, executives, managers and supervisors of the company strive as ethical leaders to create and maintain a culture of integrity and compliance in all business activities, in all places, and at all times. The Ethics and Compliance Office (ECO), under the authority of DXC's chief ethics and compliance officer, is chartered by the Board of Directors to carry out the following responsibilities:

- **Ethical culture.** Promote an organizational culture that encourages ethical conduct and a commitment to compliance with DXC's Code of Business Conduct, with internal company policies, and with the law.
- **Prevention, detection, investigation.** Exercise due diligence to prevent and detect criminal and unethical conduct; coordinate investigations of known or suspected criminal and unethical conduct.
- **Code of Business Conduct.** Create, maintain, distribute, and enforce DXC's Code of Business Conduct, which shall apply equally to all directors, officers, executives, managers, employees and representatives of DXC and our subsidiaries around the world.
- **Business conduct policies.** Create, maintain, distribute and enforce business conduct and other applicable management policy statements, standards, guidelines and related procedures.
- **Communications and training.** Publicize and make available to all directors, officers, executives, managers, employees and representatives of DXC and our subsidiaries, DXC's awareness and training programs focusing on the Code of Business Conduct, on the business conduct policies, and on other relevant policies.
- **Compliance risk assessment and effectiveness.** Monitor, audit, and assess risk, and otherwise evaluate global program effectiveness. Provide risk assessment, policy, training and other support to ensure the appropriate capability and maturity of DXC's several compliance functions.
- **OpenLine administration.** Operate and publicize globally DXC's OpenLine, which is made available for all directors, officers, executives, managers, employees, and representatives of DXC around the world to report known or suspected violations of the DXC Code of Business Conduct, internal policy, and the law or to seek ethical advice and guidance.

- **Management and board reporting.** Report to management and the board on the activities and effectiveness of the Ethics and Compliance Program. DXC's management periodically convenes an Ethics Committee to review Ethics and Compliance Program activities, to monitor the operation and activity of DXC's OpenLine, to direct or monitor ethics and compliance audits and investigations, and to be knowledgeable about ECO operations. All DXC employees are expected to observe and preserve DXC's CLEAR values, make decisions and choices that are consistent with these values, and comply with applicable internal policies and the law in all places where DXC does or seeks to do business.

For more information, please visit:

https://assets1.dxc.technology/governance/images/MD_6013a-17_CLEAR_Values_v1.jpg

https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf

https://www.dxc.technology/governance/ds/78967-integrity_matters_at_dxc

<https://www.dxcopenline.ethicspoint.com>

Disclosure 102-17 Mechanisms for advice and concerns about ethics

DXC maintains a worldwide toll-free and internet-based helpline called DXC OpenLine that directors, officers, executives, managers, employees, representatives of DXC, our subsidiaries and any outside individuals or entities can use to communicate ethics-related concerns or seek advice about suspected unethical or unlawful behaviors.

The DXC OpenLine is a confidential, multilingual, always-available advice and reporting channel that can be used anonymously if preferred, as allowable by law. The Ethics and Compliance Office (ECO), under the authority of DXC's chief ethics and compliance officer, is chartered by the Board of Directors to operate and publicize this capability to all DXC representatives around the world to report known or suspected violations of the DXC Code of Business Conduct, internal policy and the law, or to seek ethical advice and guidance.

All employees and representatives of DXC are strongly encouraged to report known or suspected violations of the Code of Business Conduct, DXC policy, or any law in any DXC jurisdiction to:

- Any direct manager/skip-level manager
- Chief Human Resources Officer or any member of the DXC HR Department
- General Counsel or any other member of the DXC Legal Department
- Ethics and Compliance Office (ethics@DXC.com)
- Internal Audit or Corporate Security
- DXC OpenLine

For more information, please visit:

<https://www.dxcopenline.ethicspoint.com>

1.4. Governance

Disclosure 102-18: Governance structure

- a. Governance structure of the organization, including committees of the highest governance body: https://www.dxc.technology/investor_relations/ds/32534-management_and_board_of_directors
- b. Committees responsible for decision making on economic, environmental and social topics: CR governance:

https://www.dxc.technology/cr/ds/31889-our_csc_cr_framework

https://assets1.dxc.technology/cr/downloads/DXC_CR_Steering_Committee_FINAL.pdf

1.5. Stakeholder engagement

Disclosure 102-40: List of stakeholder groups

DXC Technology executives and key SMEs regularly meet with stakeholders, including shareholders, clients and partners, employees, analysts, regulators, community members, nongovernmental organizations (NGOs), associations and others, to engage in open dialogue and assimilate feedback into strategic planning, business decisions, and reporting frameworks. A key part of our CR commitment is listening closely to each group, to engage with and understand the issues that are important to them so that we can build the strongest possible relationships over the long term.

Examples include:

Investors and Industry Analysts	DXC's annual Investor Day – executive presentations and dialogue with institutional investors and industry analysts, to build upon engagement/communication through quarterly earnings calls, investor perception surveys, and regular analyst briefings
Clients and Partners	Ongoing dialogue and face-to-face meetings; joint industry memberships; DXC-led conferences; sharing insights and expertise and analyzing business challenges and IT innovations; customer feedback meetings; and surveys
Employees	Global employee survey, town hall meetings, CEO briefings, employee forums, union and works council meetings, and communications through email and DXC internal collaboration network
Suppliers	Regular meetings and reviews, sharing best practices in responsible supply chain management
Civil Society, Community Groups, and NGOs	Including our charities, nonprofits, and social enterprises; supporting our DXC Foundation program's aims and objectives; philanthropic donations; community engagement programs; pro bono skills giving; diversity initiatives; and veteran hiring and support programs
Government and Other Industry-Related Bodies	Regular dialogue, face-to-face meetings, leadership groups, and roundtable discussions on issues of societal and environmental impact

Disclosure 102-41: Percentage of total employees covered by collective bargaining agreements

We do not report on the percentage of employees who are covered by collective bargaining agreements (or who are covered by other forms of employee representation).

Disclosure 102-42: Identifying and selecting stakeholders

DXC Technology has undertaken a process to identify our key stakeholders, including those who are invested in the organization as well as those who have other relationships with DXC. We have considered the reasonable expectations and interests of stakeholders when reporting against our significant economic, environmental and social impacts. Stakeholders likely to use the CR Report include shareholders/investors, clients and business partners, employees, suppliers, media, governments and regulators, academic communities, socially responsible investment analysts, CR professionals and NGOs.

Disclosure 102-43: Approach to stakeholder engagement

DXC Technology recognizes that engaging with external and internal stakeholders is an essential part of responsible business practice, helping us to define our sustainability strategy, share our progress and improve our reporting. We do so in a variety of ways, including annual customer surveys, collaboration websites, committee memberships, participation in special interest groups and face-to-face dialogue.

Regularly, we engage with a number of our key stakeholders through a series of in-depth interviews to review and inform our decision making around our issues matrix and regularly engage in a wider discussion to understand the key sustainability issues faced by our clients and partners, going forward. Their valuable insights continuously help us to clarify the content of our reporting and the goals and metrics we are reporting against.

Finally, the launch of the United Nations (UN) 17 Sustainable Development Goals (SDGs) in September 2015 is a significant incentive for businesses to support global cooperation toward developing a more sustainable world. As a global company, we have identified six SDGs (No. 3, 4, 5, 7, 12, 13) that are closely aligned with our business and internal or community programs. In various countries where we operate, DXC contributes to additional goals that are not currently reported. We will continue to develop our actions to further align our business with other SDGs.

Disclosure 102-44: Key topics and concerns raised

Stakeholder engagement is a key part of DXC Technology's sustainability program. Our business operations affect many groups and organizations across the globe. In turn, these "stakeholders" have a fundamental impact on DXC's sustainability performance.

Our reporting prioritization is the result of a detailed stakeholder process, as well as previous engagement with stakeholders, including clients, analysts, employees, senior leadership team, suppliers, partners, community, investors/shareholders, government and others. We prioritize these topics for reporting based on potential impact to our business and importance to our stakeholders. Through our customer and partner interviews, we have been assured to hear that we have correctly placed our significant aspects on our matrix. The following list highlights our most material issues:

Environmental	Energy use and greenhouse gas emissions reduction in operations and value chain; e-waste management; material and resource efficiency; travel and transportation
Social Capital	Data security and privacy; community engagement
Human Capital	Employee development and engagement; global digital skills gap; inclusion and diversity; health and safety; labor and management relations
Products and Services	Enabling productivity through digital transformation
Leadership and Governance	Responsible supply chain; supplier diversity; business continuity; management of intellectual property; strong business ethics; transparency; and accounting

Our clients expect us to go beyond the thresholds on these aspects, to differentiate our company from the competition. Based on the outcome of our assessment, we will continue to focus our sustainability reporting on the areas of opportunity that our stakeholders have identified.

1.6. Reporting practice

Disclosure 102-45: Entities included in the consolidated financial statements

Financial statements include DXC as a standalone company. Please refer to our latest 10-K report:

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Disclosure 102-46: Defining report content and topic boundaries

- a. An explanation of the process for defining the report content and the topic boundaries:
https://www.dxc.technology/cr/ds/31889-our_csc_cr_framework

DXC Technology defines our CR governance framework around five areas of focus, which provides consistency to our sustainability work around the world. These areas include client experience, employees, community, environment, and responsible business.

To define content for this Global Reporting Initiative (GRI) report, DXC has determined our material topics via a materiality analysis, taking into account topics on which DXC has major significant economic, environmental and social impacts, or that substantively influence the assessments and decisions of DXC stakeholders. Initially, we identified 26 sustainability topics, of which we used 19 significant aspects to define the scope of our report; these aspects are being based in the three most significant quadrants of our matrix of significant issues. We chose the initial list from aspects referenced in the GRI new standards, existing topics from previous CR reporting, issues identified for the technology industry by the Sustainability Accounting Standards Board, and those issues that have arisen from discussions with various internal and external stakeholders.

- b. An explanation of how the organization has implemented the Reporting Principles for defining report content:

DXC Technology followed the GRI guidelines to undertake a four-step process in defining the report content, first identifying the aspects and other relevant topics and their boundaries. We prioritized these by assessing their significance, considering their economic, environmental and social impacts to the company's activities and relationships; by determining whether these impacts occur within or outside of DXC; and by considering stakeholder concerns and DXC's business strategy. By using an assessment grid, we evaluated from a low, medium, and high perspective how each issue influenced the decisions made by our stakeholders to position these aspects on our matrix.

Disclosure 102-47: List of material topics GRI 200: ECONOMIC TOPICS

201: Economic Performance

202: Market Presence

204: Procurement Practices

205: Anti-corruption

206: Anti-competitive Behavior

GRI 300: ENVIRONMENTAL TOPICS

301: Materials

302: Energy

303: Water and Effluents

305: Emissions

306: Effluents and Waste

307: Environmental Compliance

308: Supplier Environmental Assessment

GRI 400: SOCIAL TOPICS

401: Employment

402: Labor/Management Relations 403: Occupational Health and Safety

404: Training and Education 405: Diversity and Equal Opportunity 406: Non-discrimination

412: Human Rights Assessment 413: Local Communities

414: Supplier Social Assessment

418: Customer Privacy

Disclosure 102-48: Restatements of information

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Disclosure 102-49: Changes in reporting

This GRI report is our fifth report under the GRI guidelines.

Disclosure 102-50: Reporting period: DXC's FY19 (April 1, 2018 to March 31, 2019)

Disclosure 102-51: Date of most recent report: September 2018

Disclosure 102-52: Reporting cycle: Annual

Disclosure 102-53: Contact point for questions regarding the report:

Paula Sullivan, head of CR for DXC Technology, psullivan5@dxc.com or cr@dxc.com

Disclosure 102-54: Claims of reporting in accordance with the GRI Standards: We have prepared this report in accordance with the GRI Standards: Core option.

Disclosure 102-55: GRI content index (see www.dxc.com/cr)

Disclosure 102-56: External assurance

DXC has its greenhouse gas (GHG) reporting aligned to the requirements of the Greenhouse Gas Protocol and is externally assured in accordance with ISO14064-3:2018. Limited Assurance has been provided by Lloyd's Register for FY18 and FY19 greenhouse gas emissions. The FY17 baseline has not been assured.

DXC Technology has its GHG data certified for the fourth year in a row following the Lloyd's Register Quality Assurance (LRQA) Technical Review.

Please see the following assurance statement for the recent GHG verification exercise dated July 15, 2019.



LR Independent Assurance Statement Related to the DXC Technology Services, LLC Greenhouse Gas Assertion on Operational Control Emissions for the Financial Year April 1, 2018 to March 31, 2019.

Terms of Engagement

This Assurance Statement has been prepared for DXC Technology Services LLC, 1775 Tysons Boulevard, Tysons, VA 22102, USA (hereafter referred to as "DXC").

Lloyd's Register Quality Assurance Ltd. (LRQA) was commissioned by DXC to assure the Greenhouse Gas (GHG) Emissions Inventory and GHG Assertion of DXC for Financial Year 2019 (FY2019) based on operational control consolidation.

The Report relates to direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) and other indirect GHG emissions (Scope 3) from business air travel.

Management Responsibility

DXC's management was responsible for preparing the GHG Assertion and for maintaining effective internal controls over the data and information disclosed. LRQA's responsibility was to carry out an assurance engagement on the GHG Assertion in accordance with our contract with DXC.

Ultimately, the GHG Assertion has been approved by, and remains the responsibility of DXC.

LRQA's Approach

Our verification has been conducted in accordance with ISO 14064-3:2006, '*Specification with guidance for validation and verification of greenhouse gas assertions*' to provide limited assurance that GHG data as presented in the GHG Assertion have been prepared in conformance with:

- World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (hereafter referred to as the GHG Protocol):
 - A Corporate Accounting and Reporting Standard.
 - Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- DXC Global GHG Reporting Procedure (Version 2.5, 19 June 2019).

LRQA is accredited to ISO 14065:2013 – *Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition.*

To form our conclusions, the assurance engagement was undertaken as a sampling exercise and covered the following activities:

- Remotely reviewed processes related to the control of GHG emissions data and records;
- Interviewed by telephone relevant consultancy staff responsible for managing GHG emissions data and records on behalf of DXC; and
- Verified historical GHG emissions data and records at an aggregated level for FY2019.

Level of Assurance & Materiality

The opinion expressed in this Assurance Statement has been formed on the basis of a limited level of assurance and at a materiality of the professional judgment of the Verifier.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Scope 1, Scope 2 and Scope 3 GHG emissions disclosed in the GHG Assertion, as summarized in Table 1 below, are not materially correct and that the Assertion has not been prepared in conformance with the GHG Protocol and the DXC Global GHG Reporting Procedure.

Points of information

- At the request of DXC, the FY2017 target base year recalculation was excluded from the Terms of Engagement for this verification. Consequently, it must be noted that, LRQA has not:
 - Verified the recalculated FY2017 target base year GHG inventory;
 - Confirmed that the FY2017 target base year recalculation complies with the verification criteria;
 - Verified the performance against any GHG reduction target using this FY2017 target base year.



- The organisation's GHG inventories do not include emissions of perfluorocarbons, sulphur hexafluoride and nitrogen fluoride as the organisation consider these to be irrelevant to their activities and thus represent immaterial omissions. This is a realistic assumption.
- The organisation has assumed that 40% of the Scope 1 fleet GHG emissions are attributable to employee personal use and have been excluded from this inventory.
- The GHG emissions have been calculated using, where practicable, the Global Warming Potential factors from the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report.

LRQA's Recommendations

DXC should:

- Further improve the formal management of GHG inventory quality to enhance data integrity.

Signed

Dated: 15 July 2019

Paul Jackson
Lead Verifier

On behalf of Lloyd's Register Quality Assurance Limited
1 Trinity Park, Bickenhill Lane, Birmingham, B37 7ES, United Kingdom
LRQA reference: LRQ00002107

Table 1. Summary of DXC GHG Emissions Inventory FY2019

Scope of GHG emissions	Source	Total tonnes CO2e
Scope 1	Natural gas	12,695
	Oil	1,562
	Liquid Petroleum Gas	8
	Onsite Combined Heat and Power	0
	Fluorinated GHGs	13,012
	Fleet (vehicles)	24,911
	Micro-generation	n/a
	Subtotal	52,187
Scope 2	Location based	740,486
	Market based	730,856
	Heating/Cooling	2,966
	Subtotal (using location based data)	743,452
Scope 3	Air	92,170
	Subtotal	92,170
	Total	887,809

This Assurance Statement is subject to the provisions of this legal section:

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Due to inherent limitations in any internal control, it is possible that fraud, error, or non-compliance with laws and regulations may occur and not be detected. Further, the verification was not designed to detect all weakness or errors in internal controls so far as they relate to the requirements set out above as the verification has not been performed continuously throughout the period and the verification carried out on the relevant internal controls were on a test basis. Any projection of the evaluation of control to future periods is subject to the risk that the processes may become inadequate because of changes in conditions, or that the degree of compliance with them may deteriorate.

The English version of this Assurance Statement is the only valid version. Lloyd's Register assumes no responsibility for versions translated into other languages. In the case of any conflict between the English and any other language versions of this legal section, the English version shall prevail.

GRI Economic Topics (GRI 200)

2. GRI 201: Economic Performance

Disclosure 201-1: Direct economic value generated and distributed

https://assets1.dxc.technology/investor_relations/downloads/DXC_Annual_Report_2019_10K_Final_v4.pdf

Disclosure 201-2: Financial implications and other risks and opportunities due to climate change

DXC Technology analyzes and manages risks associated with climate change in the same way we handle any other business risk: through our risk management processes at an enterprise and operational level. The risk management activities facilitate the identification of risks, issues and opportunities throughout the business. We capture such risks, assess them against applicable criteria, escalate them as appropriate, and manage them in a way that enables coordinated action.

We prioritize risks and opportunities according to their probability of occurrence and potential impact. On the basis of this assessment, we have found no substantive risks associated with climate change.

Disclosure 201-3: Defined benefit plan obligations and other retirement plans

This information is not available globally and varies by country.

Disclosure 201-4: Financial assistance received from government

The company is currently the beneficiary of tax holiday incentives in India, which expire in various fiscal years through 2026.

3. GRI 204: Procurement Practices

Management approach disclosures

Today, governments worldwide are challenged by increased citizen demand for service, combined with pressure to do more with less and to use electronic government channels to speed the delivery of services. These drivers — along with the growing need for government departments to function more securely and effectively — shape the reality facing governments at all levels.

DXC's primary objective is to enable governments to focus on their core missions and become more agile. Frequently, this goal is achieved in collaboration with small businesses. DXC engages small businesses not only as a government contracting requirement but also in the spirit of good citizenship and growing the global economy. The result is a win-win situation for all involved that adds value to our government clients with innovative solutions.

Disclosure 204-1: Proportion of spending on local suppliers

- a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally):

FY19 proportion of spending on local suppliers

Region	Percentage
Americas	27%
UK & Ireland Middle East Africa	29%
Northern and Central Europe	18%

Region	Percentage
Asia	62%
Southern Europe	41%
Australia & New Zealand	22%

b. DXC Technology’s geographic definition of “local”:

The geographic definition of “local” includes the communities surrounding DXC operations, such as a region that includes multiple countries. A local DXC supplier is a company providing products or services to DXC based in the same geographic/regional market as DXC operations.

For example, in the Americas region, DXC works with American suppliers whose founders are U.S. citizens and whose businesses are certified by a third-party as small or minority-, woman-, or veteran-owned, delivering “country-based” procurements and yielding U.S.-based purchases from U.S.-based suppliers for DXC.

For another example, in the UK and Ireland region, DXC works with small and medium enterprises. These companies are owned and managed by British citizens and meet the UK and Ireland’s criteria for a small or medium enterprise, providing “in-country” products or services to DXC’s UK and Ireland region.

c. The definition used for “significant locations of operation”:

DXC Technology defines “significant locations of operation” as operations (offices) where DXC does business in support of our customers. With employees in more than 70 countries, serving some 6,000 clients, DXC provides IT services and solutions to help clients transform. To effectively serve our clients, in addition to our extensive global partner network, we procure products or services from local suppliers to meet each client’s unique needs and technology preferences.

4. GRI 205: Anti-corruption

Management approach disclosures

DXC Technology has an anti-corruption program that includes continuous risk assessment activities to identify corruption risks and risk mitigation activities. DXC uses various factors in our risk assessment, including Corruption Perceptions Index (CPI) scores, size of business, number of third parties, type of business, and number of public sector customers.

DXC’s Code of Business Conduct, company policy, and our CLEAR Values require DXC directors, officers, executives, employees, and representatives to disclose all known, apparent, or potential conflicts of interest to DXC as they arise. Conflict disclosures must be notified to line management and the Ethics and Compliance Office (ECO). Once they are disclosed, conflicts shall be evaluated and dispositioned in a timely manner. Agreements to eliminate, avoid, or otherwise mitigate conflicts of interest shall be well documented. In addition, all DXC employees through management Layer 3, and others at the company’s discretion, shall complete a periodic Conflicts of Interest Acknowledgment and Certification Survey. Conflicts of interest are included in the DXC Code of Business Conduct and annual Code of Business Conduct training.

DXC has a centralized approval process for all charitable giving worldwide, which is managed by the DXC Charitable Foundation. The DXC Charitable Foundation must review all proposed charitable contributions and approve them in accordance with the procedures it has established. The members of the Foundation Team receive training that includes anti-corruption concerns regarding charitable donations. Anti-corruption training is included in the DXC Technology Annual Code of Business Conduct training that is required of employees. Additional training in anti-corruption is given to various

employees and business partners in high-risk regions or holding certain roles within the organization. This additional targeted training is given throughout the year as needed and includes in-person training. DXC participates in various collective action activities including policies and procedures on anti-corruption, “Tone at the Top” messaging from senior management, a third-party due diligence program, various training opportunities both online and in-person, regular communications to employees on anti-corruption issues, and ongoing audit and monitoring activities to address our highest risks.

Our Business Conduct Policy on Anti-Bribery/Anti-Corruption, states that DXC will compete fairly for business solely on the merits of its competitive offerings. Employees are prohibited from bribing anyone to obtain, retain or direct business, or to secure any other improper advantage. Neither DXC nor any of its associated persons, commercial intermediaries, or other third-parties will make or be a party to any improper payments. Third-party commercial intermediaries will be engaged only with a written agreement and only after a satisfactory evaluation of a comprehensive, risk-based, independent due diligence inquiry regarding business integrity. DXC policy requires that all business development gift and/or hospitality expenditures be recorded accurately and completely in DXC’s books and records, where no false, misleading, incomplete, inaccurate, or artificial entries are to be knowingly be made for any reason.

Disclosure 205-1: Operations assessed for risks related to corruption

All DXC Technology operations are assessed for risks, included risks related to corruption.

Disclosure 205-2: Communication and training about anti-corruption policies and procedures
Please see our response to “management approach disclosures.”

% relative to total number of:	Coverage	Written Acknowledgement	Training Provided
Employees	100	99	100
Subsidiaries	100	99	100

Disclosure 205-3: Confirmed incidents of corruption and actions taken

It is the policy of DXC Technology to not share internal information on internal risk assessments, policy documents, communications or internal investigations. DXC has a public code of conduct available at: https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf.

In addition, DXC’s policy on anti-corruption is as follows: DXC has zero tolerance for bribery, kickbacks and other improper payments. We are committed to succeeding on the merits of our competitive offerings and the value we bring to clients. For this reason, we do not make or take bribes or kickbacks to or from anyone to obtain, retain, or direct business, or to secure any other business advantage — nor does the company permit any other person or entity to do so on our behalf — at any time, in any public or private sector market, or in any circumstance.

5. GRI 206: Anti-competitive Behavior

Management approach disclosures

As a large multinational corporation doing business in more than 70 countries, from time to time, DXC might be involved in various legal proceedings in the ordinary course of business. As a publicly traded company, we disclose any significant legal matters affecting the company in our corporate filings. During the reporting period for FY19, DXC has not had any legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. DXC has a policy covering anti- competitive behavior, anti-trust and

monopoly practices entitled “Anti-Trust & Competition Compliance”. DXC is committed to the principles of fair competition and the regulation of activities that would violate longstanding anti-trust protections. As such, DXC’s policy requires compliance with the laws governing economic regulation and the preservation of a competitive and free enterprise system.

Disclosure 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly: Zero

Main outcomes of completed legal actions, including any decisions or judgments: None

GRI Environmental Topics (GRI 300)

Management approach disclosures for Energy and Emissions

- a. As a leading IT services company, DXC Technology's most important environmental impacts relate to energy consumption and the associated gas emissions together with electronic waste. Inspired by the UN Sustainable Development Goals (SDGs) and other international frameworks, DXC is committed to responsible consumption and production as well as acting to reduce our climate change impacts (SDGs 7, 12 and 13). We also recognize our opportunity to help our clients increase efficiency and reduce their environmental impacts with next-generation solutions such as cloud computing, desktop virtualization and data center management. Increasingly, potential clients are interested in our environmental credentials and issue questionnaires asking us to report on specific aspects of our performance.

In addition, mitigating against increases in utility prices, carbon taxation and energy security of supply concerns strengthens the business case for environmental management. For hardware, conflict minerals, increasing prices for components and client demands for circular economic practices is having a similar effect to reduce electronic waste.

- b. DXC Technology has a global environmental strategy addressing these areas. In accordance with the Greenhouse Gas Protocol, a target base year of FY17 has been developed to allow DXC to report and demonstrate the environmental improvements that are being delivered. DXC has prepared a 3-year environmental plan (FY17– FY20) that set out targets, responsibilities, resources, progress, and actions for the period. The scope of our targets is our global operations:
- 15% absolute GHG emissions reduction (tCO₂e) (target base year 2017)
 - 15% absolute energy reduction (megawatt-hour [MWh]) (target base year 2017)
 - Zero e-waste to landfill (percentage)
 - Achieve and retain ISO 50001 certification for global strategic data centers (percentage)
 - Achieve and retain ISO 14001 certification for global strategic offices and client services
 - Achieve and retain European Union (EU) Code of Conduct for Data Centers
 - Continuously improve our performance in sustainability rankings and indices
- c. We review progress annually, with the CR steering committee of senior executives meeting three times a year to define strategic direction and set policy for our environmental management program. Following a review of key performance data, we can modify our approach to better meet our targets. Senior regional executives drive global environmental priorities in their areas. Regional environmental specialists and coordinators support the global CR team in the day-to-day delivery of the strategy.

Please note that all environmental data is FY19 data (April 2018 to March 2019).

6. GRI 301: Materials

Management approach disclosures for Materials - IT Asset Disposal

The main waste and resources impacts of the services will arise from the procurement, delivery, use and disposal of e-waste used primarily at offsite locations. While DXC is considered a technology service provider, hardware and infrastructure products will be procured and used as part of the services, composed mostly of desktops, laptops, printers, monitors and servers. A circular economy approach

applies to the reuse of equipment, scalability of the solutions and flexibility of the service, helping to reduce waste and IT equipment at end of life.

Therefore, DXC has a duty of care to ensure the waste hierarchy is maintained. As part of DXC's Environmental Plan, a target for zero e-waste to landfill has been set, with a focus on the waste hierarchy.

After refurbishment, the products are reused either by repackaging and putting them into 'customer owned' stock for call off as required, selling them through popular auction websites or IT brokers, or donating them to charity. Through this approach, we are ensuring IT equipment is reused for a second life. A three-stage process operates:

- Promote refurbishment and redeployment of equipment where items meet the required specification, extending their life.
- Where items are below the required specification, items will be sold on the market.
- Only where the above options are not feasible, equipment is broken down and recycled.

We use three global contractors to manage the collection and recycling of e-waste arising; they report 35% of materials are recycled, 65% of the materials are resold and less than 1% undergo disposal. Auditing of the waste management process takes place to verify the reporting. Our contractors provide innovative go-to-market solutions to implement reverse supply chain and to ensure the secure and environmentally compliant disposition of DXC's retired IT assets as well as the assets of DXC's customers.

6.1. Disclosure 301-1: Materials Used by Weight or Volume

Not applicable

6.2. Disclosure 301-2: Recycled Input Materials Used

Not applicable

6.3. Disclosure 301-3: Reclaimed Products and their Packaging

a. Percentage of **reclaimed** products and their packaging materials for each **product category**.

The following table relates to IT assets that DXC owns or provides as part of the services delivered to clients, with the percentage of assets from data center services or workplace services. Items are primarily identified for resale – meaning they are refurbished and sold for a secondary use. In FY19, less than 1% of materials were sent to landfill.

Disposition of IT assets as a percentage of weight

Disposition	Data Center Assets	Workplace Assets
Total	100%	100%
Resale	58%	91%
Recycle	42%	9%
Disposal	<1%	<1%

b. How the data for this disclosure has been collected.

Data has been collated by each of the three main IT asset disposal providers for materials that are at the end of their operational life. Data has been validated and confirmed by asset category through a third party.

7. GRI 302: Energy

Management approach disclosures for Energy

DXC Technology recognizes the contribution energy consumption from nonrenewable sources makes to climate change. We align our approach to the latest standards and are inspired by the recently renewed SDGs, of which Goal 12, “Ensure sustainable consumption and production patterns,” and Goal 13, “Take urgent action to combat climate change and its impacts,” are particularly relevant. DXC had set a 15% reduction target for energy consumption by FY20, against the target base year FY17. Overall, DXC has made a very strong start, with a reduction of 24.6% in absolute energy consumption.

Describe whether the organization is subject to any country, regional, or industry regulations and policies for energy. Provide examples of such regulations and policies:

DXC Technology is subject to various federal, state, local and foreign government requirements relating to the protection of the environment. New legislation or regulations might result in increased costs directly relating to our compliance. Various countries and regions down to the city level are increasing taxes and mandating regulations around fuel and energy. This aspect is particularly relevant to DXC, as energy costs contribute a large proportion of data center operational costs, and many client deliverable services, in turn, are based on data center operations.

For example, the Energy Efficiency Directive (2012/27/EU) establishes a set of binding measures to help the EU reach its 20% energy efficiency target by 2020. Under the directive, all EU countries are required to use energy more efficiently at all stages of the energy chain, from its production to its final consumption. Article 8 stipulates how large companies will make audits of their energy consumption to help them identify ways to reduce it.

7.1. Disclosure 302-1: Energy consumption within the organization

- a. Total FY19 fuel consumption within the DXC organization from non-renewable sources, in joules or multiples, and including fuel types used:

Natural Gas including onsite CHP	69,008 MWh
Oil	6,174 MWh
LPG	37 MWh
Microgeneration	680 MWh
Electricity	1,458,598 MWh
Heating/Cooling	15,823 MWh

- b. Total fuel consumption within the DXC organization from renewable sources, in joules or multiples, and including fuel types used:

317,601 MWh of electricity from renewable sources.

- c. In joules, watt-hours, or multiples, the total:
- Electricity consumption: Above table – (302-1a)
 - Heating consumption: Above table – (302-1a)
 - Cooling consumption: Above table – (302-1a)
 - Steam consumption: Above table – (302-1a): Heating/Cooling
- d. In joules, watt-hours, or multiples, the total:
- Electricity sold: n/a
 - Heating sold: n/a
 - Cooling sold: n/a
 - Steam sold: n/a

- e. Total energy consumption within the DXC organization, in joules or multiples:

1,867,920 MWh

- f. Standards, methodologies, assumptions, and/or calculation tools used:

We align our methodology to ISO 14064-3:2019 and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Sites over which we have operational control and are larger than 2,000 square meters in size are within the scope of reporting. Data is based on meter readings, actual bills and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

- g. Source of the conversion factors used:

Natural gas conversion factor (cubic feet to kilowatt-hour [kWh]): multiply by 0.283 (Source: Defra; website is available at: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2018>)

Distillate fuel oil number two (diesel, stationary source) conversion factor (liters to kWh): multiply by 9.989 (Source: Defra; website is available at: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2018>).

7.2. Disclosure 302-2: Energy consumption outside the organization

Energy consumption outside of the organization, in joules or multiples: None

7.3. Disclosure 302-3: Energy intensity

- a. Energy intensity ratio for the organization: FY19: 90.01 MWh/ Revenue (\$Millions)
- b. Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue (\$Millions)
- c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all: All Scope 1 and 2 emissions
- d. Whether the ratio uses energy consumption within the organization, outside of it, or both: Within the organization

7.4. Disclosure 302-4: Reduction of energy consumption

Not applicable

7.5. Disclosure 302-5: Reductions in energy requirements of products or services

Not applicable

7.6. Data center management indicators (non-GRI)

- a. Percentage of electricity as percentage of total energy: 57.7% in FY19
- b. Renewable energy as percentage of total energy: 17.9% in FY19
- c. **Results:** DXC has achieved ISO 50001 Energy Management Standard across strategic data centers in FY19.

8. GRI 303: Water and Effluents

Management approach disclosures for Energy

DXC Technology utilizes water predominantly through its network of office facilities globally. Water consumption across data center facilities, used for cooling, has been removed where possible. As many of the facilities that DXC occupy are leased facilities, ownership of the water meters and readings from them are not under the control of DXC. As such, water is from mains water systems and wastewater returns to the sewerage network.

DXC have been calculating the water consumed across its portfolio from a FY17 baseline as part of a 10% absolute consumption reduction target. The sites that are in scope are aligned with those within the greenhouse gas emissions portfolio. Data is collected from sites from meter readings or from invoices, where possible. Consumption is estimated from the other locations based upon the average consumption from these sites.

8.1. Disclosure 303-1: Interactions with Water as a Shared Resource

Water is consumed as a resource procured from third party water companies globally and provided via a mains water supply. The water is used by DXC as part of its day to day operations by the employees of the company – there is no material use of water for products or data center operations.

A 3-year target for water consumption reduction, as a percentage of total water consumed, has been set from a FY17 baseline to FY20. A target of 10% absolute reduction has been set, based upon reconciliation of the global portfolio and business following the significant merger [that created DXC] and also the implementation of water-saving initiatives.

There are no specific catchments where DXC causes significant water related impact.

8.2. Disclosure 303-2: Management of Water Discharge-Related Impacts

Not applicable

8.3. Disclosure 303-3: Water Withdrawal

Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

- IV. **Surface water**; 0 megaliters
- V. **Groundwater**; 0 megaliters
- VI. **Seawater**; 0 megaliters
- VII. **Produced water**; 0 megaliters
- VIII. **Third-party water**; 2,613 megaliters from mains suppliers

8.4. Disclosure 303-4: Water Discharge

Total water discharge from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

- I. **Surface water;** 0 megaliters
- II. **Groundwater;** 0 megaliters
- III. **Seawater;** 0 megaliters
- IV. **Produced water;** 0 megaliters
- V. **Third-party water;** 2,613 megaliters to sewerage network

There are no chemicals or substances of concern that are contained within the discharged water and for which DXC requires any permits.

8.5. Disclosure 303-5: Water Consumption

The reporting organization shall report the following information:

- a. Total water consumption from all areas in megaliters: 2,613 megaliters
- b. Total water consumption from all areas with water stress in megaliters: Not applicable
- c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact: Not applicable

9. GRI 305: Emissions

9.1. Disclosure 305-1: Direct (Scope 1) GHG emissions

- a. **Scope 1 emissions:** 52,187 tCO₂e (please note this figure includes emissions associated with fleet, refrigerants and fire suppressants)
- b. **Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all:**
CO₂, CH₄, N₂O, HFCs
- c. **Biogenic CO₂ emissions in metric tons of CO₂ equivalent:** n/a
- d. **Base year for the calculation, if applicable:**

DXC is the organization formed from the merger of CSC and HPE Enterprise Services; DXC has a financial year of FY17 as target base year.

Emissions in the base year: 77,030 tCO₂e (please note this figure includes all emissions as represented in table (302-1a) for FY19.

A number of acquisitions in FY16 and FY17 necessitated that the former CSC re-baseline our 2012 emissions to enable comparison on a like-for-like basis in alignment with the Greenhouse Gas Protocol.

- e. **Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source:**

Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report ([AR4] 100 year)

- f. **Consolidation approach for emissions; whether equity share, financial control, or operational control:**

Operational control

- g. **Standards, methodologies, assumptions, and/or calculation tools used:**

We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Lloyds Register provides Limited Assurance to our GHG inventory (FY18 and FY19 have been assured, with the FY17 baseline not assured). Sites over which we have operational control are within the scope of reporting. We base data on meter readings, actual bills and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

9.2. Disclosure 305-2: Energy indirect (Scope 2) GHG emissions

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent: Scope 2 emissions: 743,452 tCO₂e
- b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent: Scope 2 market-based emissions: 730,856 tCO₂e
- c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all: CO₂, CH₄, N₂O
- d. Base year for the calculation, if applicable:

DXC Technology's target base year is FY17, and we have set our first round of 3-year reduction targets in FY20. Emissions in the base year were 982,585 tCO₂e. The merger of CSC and HPE's Enterprise Services to form DXC required that we re-baseline our FY2017 emissions to enable comparison on a like-for-like basis.
- e. Source of the emission factors and the GWP rates used, or a reference to the GWP source: IPCC AR4 (100 year)
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control: Operational control
- g. Standards, methodologies, assumptions, and/or calculation tools used:

We align our reporting to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our GHG inventory is assured to ISO 14064-3:2019 by LRQA. Sites over which we have operational control are within the scope of reporting. We base data on meter readings, actual bills and supply logs wherever possible. If these are not available, we might use estimation based on the most recent actual figures. If no actual energy consumption information is available for a site, we make an estimate based on its size.

For location-based Scope 2 emissions reporting, we convert kWh to CO₂e using the most appropriate factor for the country the site is in. For countries where an official and up-to-date carbon factor is not available, we use International Energy Agency conversion factors.

9.3. Disclosure 305-3: Other indirect (Scope 3) GHG emissions

- a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent: Upstream: Business travel (air and rail): 92,170 tCO₂e
- b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃: CO₂, CH₄, N₂O
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent: n/a
- d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation:

We do not collect data for indirect emissions relating to other upstream or downstream activities. We assess which categories to gather data on, based on their anticipated contribution to our Scope 3 emissions and the potential for reductions that could be influenced by DXC.

Note: As a services company, indirect emissions relating to the transportation and distribution of goods, and the life cycle of sold products, are less relevant for us.

e. Base year for the calculation:

DXC Technology's target base year is FY17, and we have set our first round of 3-year reduction targets in FY20. Emissions in the base year were 68,993 tCO₂e. The merger of CSC and HPE's Enterprise Services to form DXC required that we re-baseline our 2017 emissions to enable comparison on a like-for-like basis.

f. Source of the emission factors and the GWP rates used, or a reference to the GWP source:

We applied 2018 Defra conversion factors 'Business Travel – Air with Radiative Forcing' to convert passenger km to CO₂e.

g. Standards, methodologies, assumptions, and/or calculation tools used:

We applied 2018 Defra conversion factors to passenger km obtained from our supplier, selected based on the distance (haulage) and class of travel.

9.4. Disclosure 305-4: GHG emissions intensity

- a. GHG emissions intensity ratio for the organization: FY19 (including Fleet and F-gas emissions): 42.78 metric tons CO₂e/Revenue (\$ Millions)
- b. Organization-specific metric (the denominator) chosen to calculate the ratio: Revenue (\$ Millions)
- c. Types of GHG emissions included in the intensity ratio: All Scope 1 and 2 emissions, and business travel (air and rail) for Scope 3.
- d. Gases included in the calculation: CO₂, N₂O, CH₄

9.5. Disclosure 305-5: Reduction of GHG emissions

Information unavailable, as savings cannot be easily differentiated between the energy reduction program and site consolidations.

9.6. Disclosure 305-6: Emissions of ozone-depleting substances (ODS)

Not applicable

9.7. Disclosure 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other

- a. Significant air emissions in FY19, in kilograms or multiples, for each of the following:
 - i. NOX: 126,092 kg
 - ii. SOX: 173 kg (SO₂ only)
 - iii. Persistent organic pollutants: Not applicable.

- iv. Volatile organic compounds: 4,240 kg
- v. Hazardous air pollutants: Not applicable
- vi. Particulate matter (PM): 4,718kg (PM 2.5 and 10 combined)
- vii. Other standard categories of air emissions identified in relevant regulations: Not applicable

Source of the emission factors used: Road Transport Emission Factors: 2017 UK National Atmospheric

- b. Emissions Inventory
- c. Standards, methodologies, assumptions, and/or calculation tools used: We used the Road Transport Emission Factors: 2017 UK National Atmospheric Emissions Inventory to calculate air emissions from fleet (diesel and petrol vehicles only) based on kilometers traveled.

10. GRI 306: Effluents and Waste

Management approach disclosures for e-Waste

DXC Technology's electronic waste is mostly composed of desktops, laptops, printers, monitors and servers. Because of our IT services activities, this type of waste is our main waste concern, and we endeavor to be responsible when IT equipment nears the end of its functional life. DXC recognizes the potentially harmful environment and health effects of sending e-waste to landfill: We are committed to sending zero e-waste to landfill, in alignment with the UN SDG 12 of responsible consumption and production.

We test used items to determine whether they can be reused, either within the company or by other organizations. We are ethically responsible for data security and ensure that no sensitive information is passed on when reselling IT hardware that contains hard drives. This approach ensures that DXC and our clients are protected from data breaches. We erase to government-approved standards the hard drives of all products we resell; we remove any identification of the previous user and fully inspect and test the device before resale.

We recycle items that are functionally obsolete or beyond repair to extract resources such as rare earth metals via certified contractors. Recycling of such materials for use in new items reduces the environmental impact of IT equipment manufacture.

DXC Technology employs global contractors' e-waste management, facilitating company-wide reporting and monitoring against our target of zero e-waste to landfill.

10.1. Disclosure 306-1: Water discharge by quality and destination

DXC Technology has made efforts to reduce water consumption. In FY19, water consumption in the DXC portfolio was reduced by 16.8% over FY17 – 19 to 2,612,777 cubic meters, exceeding our global reduction target of 10%. New targets will be established. Water consumption is associated with the office facilities and data center facilities. All operational facilities were included in the scope aligned with the waste and energy data collection. Because many of the facilities are leased, water usage information is limited. Estimates have been used to help understand the company's annual consumption

10.2. Disclosure 306-2: Waste by type and disposal method

In FY19, DXC Technology generated 7,920 metric tons of solid waste across the global portfolio, with the following disposal method:

- Recycled – 42%
- Energy Recovery – 15%
- Landfill – 42%

In FY19, approximately 860 metric tons of IT asset materials were collected globally, via our contractors, and reused or recycled. That equates to over 6 kg of e-waste per employee not going to landfill. 65% of equipment was suitable for resale, while 35% was beyond repair and therefore, recycled.

10.3. Disclosure 306-3: Significant spills

Not applicable to DXC

10.4. Disclosure 306-4: Transport of hazardous waste

Not applicable to DXC

10.5. Disclosure 306-5: Water bodies affected by water discharges and/or runoff

Not applicable to DXC

11. GRI 307: Environmental Compliance

Management approach disclosures

See previous GRI Environmental Topics (GRI 300).

11.1. Disclosure 307-1: Non-compliance with environmental laws and regulations

For FY19, DXC has not identified any non-compliance with environmental laws or regulations.

12. GRI 308: Supplier Environmental Assessment

Management approach disclosures

At DXC Technology, we seek to build and sustain supplier relationships and a global supply chain that reflect the core values of inclusion and diversity, human rights, health and safety, and environmental sustainability that are critically important to us and to our clients and partners. Our forward-thinking approach to supply chain management helps ensure that our suppliers contribute to DXC's responsible business practices in areas such as screening for abuses including slavery and the use of child labor; complying with environmental, health and safety regulations and industry best practices; and implementing rigorous programs to eliminate bribery and other illegal behavior.

DXC has integrated the evaluation of social and environmental criteria in the supply chain selection process and expects suppliers to share a commitment to sustainability in line with DXC's Responsible Supply Chain Principles. An addendum titled Responsible Supply Chain Principles is included in DXC's

global supplier contracts, and suppliers and associated subcontractors are expected to agree to it and adhere as it pertains to human rights, labor and corruption, and environmental management.

As part of our supplier management process, we ask suppliers that exceed a certain business volume with us to answer a supplier sustainability questionnaire, which covers how they respect internationally recognized human rights, labor and anti-corruption standards, diversity and environmental sustainability, supplier diversity, and data security. Our screening to date has not identified major risks or significant negative impacts related to their social or environmental performance. In the event of major non-compliance with our standards, we would work with our suppliers and request corrective actions. We also use background checks at the early stages of our tender process.

As noted above, we continue to enhance our responsible supply chain efforts by including the Responsible Supply Chain Principles as an addendum to our master services agreements. The principles incorporate a wide range of social, labor, ethical, and environmental factors. To further strengthen accountability, we are training our supply chain professionals in understanding the importance of ethical, environmental, and human rights considerations in the supply chain.

Key links below:

https://www.dxc.technology/cr/ds/118945-csc_responsible_supply_chain_program

https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf

12.1. Disclosure 308-1: New suppliers that were screened using environmental criteria

In January 2017, suppliers to the former CSC were asked to complete a Responsible Supply Chain survey that included environmental criteria. Surveys were sent to those suppliers who exceeded US\$5 million spend per annum. We selected a total of 61 Tier 1 suppliers, accounting for 70% of global spend.

During 2018, DXC Responsible Supply Chain surveyed suppliers based on a similar methodology; recognizing that we are now a larger company, we included suppliers who exceeded US\$10 million per annum, with an estimated number of 75 Tier 1 suppliers accounting for approximately 75% of global spend.

During FY20, we will submit the questionnaire to approximately 100 suppliers, composed of a mix of:

- I. Our largest suppliers by annual spend
- II. Suppliers in the UK and Australia
- III. Suppliers in potentially higher risk industries
- IV. Randomly selected suppliers

Upon completion of the survey, we will identify any potential risks, based on our review of the suppliers' responses.

12.2. Disclosure 308-2: Negative environmental impacts in the supply chain

Detailed information is company confidential. We can confirm that as standard practice, supplier-related environmental improvement actions are passed on to DXC's supply chain management to take forward as part of day-to-day working practice with our suppliers. Issues are to be closed out within 3 months.

GRI Social Topics (GRI 400)

13. GRI 401: Employment

Management approach disclosures

DXC Technology recognizes that economic and global pressures have presented unique challenges to our clients around the globe, and we constantly look for ways to increase the cost effectiveness of our business solution delivery. As it has for many companies, this process has involved some belt tightening on our part. However, it has also created a unique environment for us to adapt our approach and methods to focus on innovation and modernizing our clients' IT environments to leverage cutting-edge solutions to gain competitive advantages in a tighter market. Attracting and retaining top talent is critical to our success in this rarefied space, and we have launched multiple initiatives to further improve our value proposition to our employees. DXC invests in building digital capability through new talent hiring and reskilling of our existing workforce.

13.1. Disclosure 401-1: New employee hires and employee turnover

- a. Total number and rate of new employee hires during the reporting period, by age group, gender, and region:

FY19 Hires (April 1, 2018 – March 30, 2019)

Count		30 and Under	31 - 50 Yrs old	51 and Over	Not Identified	Summary
Americas	Female	826	1,228	734	2	2,790
	Male	1,166	1,857	972	6	4,001
	Unknown	17	31	7	3	58
	Summary	2,009	3,116	1,713	11	6,849
Asia	Female	3,674	757	10	13	4,454
	Male	5,254	2,875	66	53	8,248
	Unknown	38	11		2	51
	Summary	8,966	3,643	76	68	12,753
Australia and New Zealand	Female	115	142	68		325
	Male	233	450	137		820
	Unknown	1	4	22		27
	Summary	349	596	227		1,172
Central and Northern Europe	Female	438	327	22	45	832
	Male	555	613	102	114	1,384
	Unknown	31	31	1	10	73
	Summary	1,024	971	125	169	2,289
Southern Europe	Female	272	299	18	11	600
	Male	427	411	39	15	892
	Unknown		1			1
	Summary	699	711	57	26	1,493
UK&I Middle East & Africa	Female	281	272	71	4	628
	Male	546	619	190	12	1,367
	Unknown	4	6		1	11
	Summary	831	897	261	17	2,006

Count	30 and Under	31 - 50 Yrs old	51 and Over	Not Identified	Summary
Summary	13,878	9,934	2,459	291	26,562

b. Turnover during the reporting period, by age group, gender, and region:

Count		30 and Under	31 - 50 Yrs old	51 and Over	Not Identified	Summary
Americas	Female	912	1,574	1,076	4	3,566
	Male	1,347	3,111	1,814	11	6,283
	Unknown	7	6	3	3	19
	Summary	2,266	4,691	2,893	18	9,868
Asia	Female	3,533	2,052	28	106	5,719
	Male	5,049	6,303	185	173	11,710
	Unknown	14	2		7	23
	Summary	8,596	8,357	213	286	17,452
Australia and New Zealand	Female	74	266	108		448
	Male	129	749	343	1	1,222
	Unknown	3	6	11		20
	Summary	206	1,021	462	1	1,690
Central and Northern Europe	Female	546	829	151	75	1,601
	Male	544	1,317	392	203	2,456
	Unknown	3	5		48	56
	Summary	1,093	2,151	543	326	4,113
Southern Europe	Female	199	459	163	2	823
	Male	302	819	428	4	1,553
	Unknown		4	3	1	8
	Summary	501	1,282	594	7	2,384
UK&I Middle East & Africa	Female	147	272	108	9	536
	Male	249	629	454	23	1,355
	Unknown	1		1	2	4
	Summary	397	901	563	34	1,895
Summary	13,059	18,403	5,268	672	37,402	

FY19 12-Month Rolling Voluntary Attrition Rates by Region (April 1, 2018 – March 30, 2019)

Attrit % - Voluntary	Female	Male	Unknown	Summary
Americas	13.17%	12.16%	18.99%	12.56%
Asia	22.95%	21.57%	36.36%	22.02%
Australia and New Zealand	15.40%	14.26%	27.38%	14.65%
Central and Northern Europe	15.72%	12.06%	49.34%	13.47%
Southern Europe	9.05%	10.14%	1.35%	9.57%
UK&I Middle East & Africa	11.02%	10.67%	5.22%	10.74%
Summary	16.88%	15.99%	15.94%	16.29%

13.2. Disclosure 401-2: Benefits provided to full-time employees not provided to temporary/part-time employees

As a global organization, DXC has an Equal Opportunity Policy that guides our engagement in management practices, including compensation and benefits without unlawful discrimination. This policy extends to employees and applicants across our global geographies to the extent required by applicable laws. However, if any specific provision directly conflicts with applicable country law, regulation or labor agreement, the relevant country law, regulation or labor agreement will supersede that section or provision.

13.3. Disclosure 401-3: Parental leave

This data varies on a country-by-country basis and is not available for DXC on a global scale at this point.

14. GRI 402: Labor Management Relations

Management approach disclosures

In compliance with DXC's Human Rights Statement, DXC respects the right to form and join trade unions and bargain collectively in accordance with the law. The Human Rights Statement is available at: https://assets1.dxc.technology/cr/downloads/MD_9520a-19_Human_Rights_Statement_v2.pdf

In Europe, we have an established works council that meets four times per year – twice via conference calls and twice via face-to-face meetings. This council is active in all our European sites (more information is available at: <http://www.ewcdb.eu/company/455>).

DXC recognizes trade unions and consults with them on issues that affect the workforce. Our employee relations strategy includes early engagement with trade union representatives as part of new business activities, with a view to forming an effective working relationship. Collective bargaining between DXC and employee representatives relates to working conditions (e.g., remuneration).

14.1. Disclosure 402-1: Minimum notice periods regarding operational changes

Notice periods relating to significant operational changes are agreed on at a country/region level in agreement with HR, management, trade unions, employee representatives or work councils, where applicable. We do not track this information centrally at a global level.

15. GRI 403: Occupational Health and Safety

Management approach disclosures

DXC Technology maintains a corporate global environment, health and safety (EHS) management system that includes:

- An overarching EHS policy
- A planned EHS program, including global EHS objectives and targets as well as training resources for implementing programs within the organization at key locations worldwide

DXC seeks to ensure the mitigation and control of EHS risks to employees, clients, and our community as a key business principle. The objective of DXC's global EHS program is to provide governance, oversight

and direction for managing EHS risks posed by our organizational activities. We take a holistic approach, with our goal being to ensure a standard of excellence across our operations.

DXC maintains a certified EHS management system through LRQA. DXC holds certification for BS OHSAS 18001: 2007 Occupational Health & Safety Management System, and ISO 14001: 2015 Environment Management System. Independent certification was extended to cover additional locations in five countries worldwide (Australia, Denmark, Spain, Sweden and the UK).

DXC maintains EHS objectives, programs and targets at both a global and country level to drive compliance to DXC's policy goals. We measure progress against identified key performance criteria, which include both lead and lag indicators and EHS initiatives implemented during the year. We report this information to DXC's global EHS management team and the senior leadership team.

The DXC global EHS initiative for FY19/20 is to harmonize the CSC and HPE Enterprise Services audit programs by understanding the gaps, educating our employees and sharing best practices, to create one comprehensive audit program.

Where appropriate, DXC attempts to influence our clients' EHS programs to ensure a mutually beneficial CR program.

DXC's EHS management system can extend to client sites and related aspects with a client site safety program established to ensure that DXC meets our legal and moral obligations toward both our employees and the client. DXC's processes ensure that selected contractors who meet DXC's expectations in terms of EHS are permitted to provide services to our clients. This approach includes the involvement of the global supply chain and the use of sustainable procurement processes in addition to ensuring compliance with applicable country-specific legal requirements. DXC, through our global EHS management system and related policies, attempts to influence and assist our clients in driving strategies toward sustainable environmental practices and EHS programs.

DXC runs an employee assistance program to assist employees with issues relating to work and family. Key health issues for the business include stress, musculoskeletal/ergonomic issues and cancers. As required, DXC sponsors internal as well as externally sourced programs to monitor employee health and well-being. We run these programs at global and country levels and include regular seasonal flu vaccination programs and employee health checks in some countries. Some DXC sites also run stress management sessions.

Each country develops programs to assist employees. For instance, DXC UK provides an employee assistance and well-being program called UNUM LifeWorks that provides employees with a personal counseling phone service staffed by professional consultants who provide practical solutions, information, and support on life, health, family, work and finances. In addition, this service includes access to a website covering these topics, including health-related information to encourage our employees to take care of themselves, keep fit, eat healthy, get adequate rest, and understand and cope with diagnosed chronic conditions.

15.1. Disclosure 403-1: Workers representation in formal joint management-worker health and safety committees

- a. DXC supports both formal and informal joint management-worker health and safety committees in the organization. Formal health and safety committee meetings, including workers and management, are held at the site level in some countries (where required by law), and site chairpersons then attend a health and safety meeting at the country level. Management is represented at both the site- and country-level meetings, with the chairperson being a worker representative.

EHS committee meetings are held at a global and regional level and include representatives from the DXC EHS Management team and DXC Facilities Management team. We review the Facilities Management reports, discuss EHS-identified hazards and associated risks, and take action to mitigate those risks for all regional/country locations.

- b. The percentage of workers represented at these meetings is 100% for the countries present at the meetings, which is currently around 40 countries. However, the level of involvement in each country varies with the understanding of health and safety issues by workers in each country.

15.2. Disclosure 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

Although types of injury rate reporting vary from country to country, DXC collects a set of global key performance indicators (KPIs) that we then present at the EHS committee meetings and discuss with DXC senior management representatives. The KPI information we collect includes:

- Number of incidents occurring in the period
- Regulatory or similar notices or other penalties or fines received by a country
- Number of EHS training sessions attended by employees
- Number of audits/inspections conducted at sites
- Number of health and safety meetings held

Open corrective actions

At a country level, the collection of incident statistics collected varies depending on the country requirements for reporting to clients and regulators. DXC does not currently collect all the information types in all countries as required by the disclosure. However, the following data/statistics are provided (in accordance with Occupational Safety & Health Administration [OSHA] reporting requirements); these statistics have been collated manually by DXC EHS for each region.

Note: For FY19/20, DXC will complete the implementation of a new incident tracking system that will gather all injury and illness data globally. This will give DXC a platform to analyze data and identify trends more accurately.

DXC FY19 Lost Workday Case Rate (April 1, 2018 – March 30, 2019)

Global	0.33
Americas	0.84
Asia	0.00
Southern Europe	0.05
Central and Northern Europe	0.64
Australia and New Zealand	0.40
UK&I Middle East & Africa	0.16

Lost workday case rate is the number of work-related injuries that result in time away from work per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the world and using OSHA calculation methodologies. The figures are based on employees working an average of 200,000 hours during a full year.

DXC FY19 Recordable Incidence Rate (April 1, 2018 – March 31, 2019)

Global	0.09
Americas	0.13
Asia	0.00
Southern Europe	0.47
Central and Northern Europe	0.03
Australia and New Zealand	0.17
UK&I Middle East & Africa	0.08

Recordable incidence rate is the number of all work-related lost-time and no-lost-time cases requiring more than first aid per 100 employees working a full year. Rates are calculated using OSHA definitions for recordability around the world and using OSHA calculation methodologies. The figures are based on employees working an average of 2,000 hours during a full year.

Additional FY19 EHS Data (April 1, 2018 – March 31, 2019)

	Total Number of Lost Work Day Cases	Total Number of DXC Recordable Cases	Number of Employees	Total Number of Person Hours Worked
Global	435	120	128,727	257,454,000
Americas	288	47	33,932	67,864,000
Asia	0	0	52,649	105,298,000
Southern Europe	5	48	10,093	20,186,000
Central and Northern Europe	100	5	15,607	31,214,000
Australia and New Zealand	26	12	6,416	12,832,000
UK&I Middle East & Africa	16	8	10,030	20,060,000

15.3. Disclosure 403-3: Workers with high incidence or high risk of diseases

Typically, there are no high-risk activities performed or occupational illnesses relevant to DXC workers because the nature of our industry is provision of IT services and solutions. Although “stress” is considered a contributing factor to some cases of occupational injury, DXC has implemented a program to ensure that workers are entitled to raise concerns about stress-related conditions and seek assistance with counseling at no charge. We have also provided managers with mechanisms to identify and address stress-related conditions that are brought to their notice by their workers.

16. GRI 404: Training and Education

Management approach disclosures

DXC Technology views professional and technical development as a corporate responsibility – a strategic investment in our employees’ capabilities and the company’s ability to successfully lead clients on their digital transformation journeys. Through our global learning management system, we offer thousands of learning programs as well as an outstanding career development system to help all employees reach their potential. Some of these learning programs have earned external awards. For

example, during the Skillsoft ‘Perspectives 2019’ Innovation Awards conference in April 2019, DXC was awarded the Skillsoft Technology and Developer Excellence Innovation Award for driving innovative and impactful learning programs using Skillsoft’s program management services and learning resources to upskill and reskill technical consultants on emerging technologies.

We support the belief that people learn best through a multifaceted development approach. A typical learning plan, for example, might include a blend of online courses, technology certifications, instructor-led classes, digital badges, online learning communities, special assignments and even full job changes. Employees add other facets of our learning environment, such as coaching & mentoring and leadership development, to create a robust approach to professional development.

DXC’s Performance Management Framework incorporates a range of processes and actions that enable our employees to contribute to the organization’s success. These include goal setting, regular feedback and coaching, career development planning and ongoing performance discussions.

DXC empowers employees to take control of identifying and achieving their career goals through our formal development planning process. Our Career Development portal is a global resource that provides all employees with information and tools. This career portal enables employees to capture their aspirations and strengths and the development opportunities necessary to improve and build upon their skills, business acumen and overall experience.

Our global environment promotes lifelong learning. We invest in both infrastructure and content to ensure that employees all over the world have access to high-quality learning opportunities when and where they need them, via our employee social media environment and our virtual learning management system, DXC University. Our powerful networks make thousands of courses and virtual learning communities available to all employees 24x7. In fact, we enhanced DXC University in FY19 through the launch of four DXC Learning Academies – Digital, Sales, Leadership and Business Skills – to improve and contextualize learning for our employees. Employees now use multimodal learning channels including mobile, tablet, and desktop and access various assets such as audio books, videos, and courses for learning anywhere, anytime. Virtual practice labs also enable our employees to interact and experiment with technology and solutions in low-risk, exploratory environments. In FY19, an enhanced employee communication strategy – including regularly disseminated Learning & Development newsletters and a global Learnathon open to all employees – increased learning advocacy, engagement and program participation.

16.1. Disclosure 404-1: Average hours of training per year per employee

In FY19, DXC employees completed more than 1.1 million hours of non-compliance formal learning through instructor-led training, virtual instructor-led training and web-based training in DXC University.

78% of DXC employees participated in this non-compliance formal training, representing a milestone in a year during which DXC completed numerous acquisitions to enhance and augment existing capabilities.

DXC provides its employees with various modes of learning, including formal and informal. In FY19, the average was 8.8 hours of non-compliance formal training per employee, or 11.2 hours of training per participating employee.

Note: Additional learning not included in these figures includes all training completions from the DXC Partner Network, external training sources, or video & book accesses from the Skillsoft SkillPort platform.

16.2. Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs

DXC is a leader in redefining service delivery, shifting from legacy to digital services and leading clients on their digital transformation journeys. During FY19, we purposefully focused on updating employee skills in alignment with next-gen digital capabilities and our related service offerings as a market differentiator and to deliver exceptional business results to clients.

Key training program highlights include the following:

- The **global Day 1 – 90 DXC Onboarding Program** enhanced the new employee experience and accelerated speed to productivity.
 - More than 26,400 personalized onboarding checklists were generated in the global Day 1 – 90 DXC Onboarding web app by 65,000+ unique visitors in 70 countries, resulting in an 81% new employee satisfaction rate.
 - New Sales On-Ramp recordings enabled immediate onboarding, with 66% improved time to productivity for new employees in Sales roles.
- More than 4,600 employees attended training to increase their digital skills and certifications with **DXC's Partner Network** (AWS, Microsoft, Hitachi, Dell EMC VMware, ServiceNow, IBM, Oracle and SAP).
- The **Spartans 3.0 Sales Training Program** was launched, including White Belt offering training and Yellow Belt selling skills training, ensuring our sales force can support our clients' digital transformation journeys.
 - More than 10,000 employees completed White Belt training.
 - Over 67% of the Seller community achieved their White Belt certification.
 - Over 42% of the Seller community achieved their Yellow Belt specialty certification.
 - Over 44% of the Seller community attended a Yellow Belt skills workshop.
- A new, comprehensive **DXC Leadership Academy** was formally launched as a global offering:
 - More than 3,100 leaders completed 35,592 e-learning modules within the *Aspiring Leaders* and *Management Foundations* programs.
 - More than 150 leaders completed the *Leadership Fundamentals* program within our Australia & New Zealand and Asia regions.
 - More than 2,500 participants from Asia (including India), Europe, and the Americas attended sessions within the *Accelerate: 10x10 Leadership* series.
- DXC enabled more than 3,500 employees to improve their **business English language competency** through participation in a program that met learners where they live and work, including self-paced on-demand structured learning and personal advisory & coaching. Improved language proficiency helps employees collaborate more efficiently and enables DXC to deliver better business outcomes to our clients.
- Technologist reskilling initiatives achieved significant results developing partner and next-gen digital skills.
 - Over 27,400 **cloud training courses** were completed by employees. DXC employees have over 8,000 **partner cloud certifications**.

- Over 41,600 **Agile, Scrum, and SAFe training courses** were completed by employees. DXC employees have over 3,027 **Agile, Scrum, and SAFe certifications**.
- DXC employees have over 850 **ServiceNow certifications** and over 916 **Microsoft Dynamics certifications**.
- More than 18,000 employees acquired their **DevOps Dojo White/Green/Yellow Belts**.
- 122,000+ **digital badges** awarded, including from the Industrialized AI Open Badge Academy.

Regarding the management of career endings resulting from retirement or termination of employment: Transition assistance programs provided to support employees are country specific and are not globally published. Depending on the country, DXC may provide different support, such as (but not limited to) robust reskilling efforts for those intending to continue working, severance pay, job placement services and employee assistance programs.

16.3. Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews

The DXC Career Development Planning process – available to all “Employee Types” – provides employees with the opportunity to create an Individual Development Plan used as the basis for ongoing performance conversations with their manager.

The DXC Performance Management Framework – including Goal Setting, Career Development planning, Mid-year and Year-end Review processes, continuous feedback processes and ongoing performance and career coaching between managers and employees – is applied to all employees who are classified as “Employee Type – Regular Full-Time or Regular Part Time” (those employees required to have reviews per DXC policy).

During FY19, DXC implemented a mandatory People Manager goal to ensure managers meet regularly with their employees as per the DXC Performance Management Framework requirements. This goal provided DXC with an opportunity to track and coach managers in FY19. As a result, all eligible employees who were engaged in the various Performance Management rollouts saw a significant increase in participation in the programs from 93% at the start of the year to 99% by the Year-end Performance Review.

Having achieved the desired engagement from employees and people managers during FY19, the key focus for FY20 is on improving the quality and depth of reviews, streamlining processes around Career Development planning, and adding psychoanalytical tooling into the design to bring more objectivity into career, talent and succession planning in the future.

17. GRI 405: Diversity and Equal Opportunity

Management approach disclosures

The DXC Technology Global Diversity and Non-Discrimination Policy guides our engagement in management practices including, but not limited to, recruitment, selection, job assignment, subcontracting/procurement of goods and services, transfer, promotion/demotion, layoff, return from layoff, discipline including termination, training, education, tuition, social and recreational programs, compensation, and benefits without unlawful discrimination on the basis of and without regard to race, ethnicity, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, disability (physical or mental), age, protected veteran status or military service or affiliation, marital status, sexual orientation, gender identity and expression, protected genetic information, political affiliation, or any other basis prohibited by law.

The DXC Global Diversity and Non-Discrimination Policy states: “As allowable by law, this policy applies worldwide to all directors, officers, executives, employees, and representatives of DXC, its wholly-owned subsidiaries, and their affiliates. If any specific provision in this policy directly conflicts with applicable local law, local labor agreement, local collective bargaining agreement, or a local policy rolled out by DXC, the applicable local law, local labor agreement, local collective bargaining agreement, or local policy, as applicable, will supersede that section or provision, and the remainder of this policy will remain in effect.”

DXC promotes an organizational culture that encourages ethical conduct and a commitment to compliance with DXC’s Code of Business Conduct, with internal company policies, and with the law. All DXC employees shall observe and preserve DXC’s core corporate values, make decisions and choices that are consistent with these values, and comply with applicable internal policies and the law in all places where DXC does or seeks to do business.

To learn more about DXC’s commitment to a diverse and inclusive corporate culture, please visit:

http://www.dxc.technology/about_us/ahp/97733-diversity_and_inclusion and
https://assets1.dxc.technology/cr/downloads/MD_9520a-19_Human_Rights_Statement_v2.pdf

17.1. Disclosure 405-1: Diversity of governance bodies and employees

- a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories: (Gender, Age Group, Other indicators of diversity)

FY19 DXC Executive Leadership Diversity

Exec Leadership by Gender

Gender	Number	Gender %
Female	1	6%
Male	16	94%

Exec Leadership by Age

Age Group	Number	%
31 - 50 Years Old	5	29%
51 and Over	12	71%

Exec Leadership by Minority

Minority	Number
Unknown	9
Indian (Singapore)	1
White (United States of America)	7

Please see the DXC Technology Board of Directors and other committees composition on:
https://www.dxc.technology/investor_relations/ds/32534-management_and_board_of_directors

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender

Gender	Gender %
Female	33%
Male	66%
Unknown	1%

ii. Age group: under 30 years old, 31 – 50 years old, 51 and over

Age Group	Age Group %
30 and Under	24%
31 - 50 Years Old	54%
51 and Over	20%
Not Identified	2%

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups): Not disclosed: global information unavailable at this time.

17.2. Disclosure 405-2: Ratio of basic salary and remuneration of women to men

We do not report the specific ratio, as that is DXC Technology confidential information

17.3. GRI 406: Non-discrimination

Management approach disclosures

Same as GRI 405.

17.4. Disclosure 406-1: Incidents of discrimination and corrective actions taken

DXC Technology does not provide metrics, as a result of the sensitivity/company confidentiality considerations.

18. GRI 412: Human Rights Assessment

18.1. Disclosure 412-1: Operations that have been subject to human rights reviews

DXC Technology is committed to the protection and advancement of human rights and to ensuring that our operations in communities around the world function with integrity. As a leading global IT services company, DXC attracts highly skilled and educated employees. Thus, human rights issues related to the exploitation of vulnerable groups (e.g., child labor, forced labor) are less likely to directly impact our workforce. Our main human rights-related focus areas are on promoting good practice through our

large and diverse global supply chain and on supporting a diverse and inclusive corporate culture. We set out our human rights commitments in our Code of Business Conduct (https://assets1.dxc.technology/governance/downloads/DXC_Code_of_Conduct.pdf) and our Responsible Supply Chain Principles (https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf).

We have incorporated specific questions on human rights, modern slavery and human trafficking into our initial screening survey for suppliers and our CR screening survey for our largest direct suppliers by spend. When hiring new DXC employees and individual contractors, we check that they are legally eligible to work, undertake background checks and external referencing, and pass our security clearance.

Supply chain screening

DXC Supply Chain sends out a Responsible Supply Chain questionnaire biennially to select suppliers.

During FY20, we will submit the questionnaire to approximately 100 suppliers, composed of a mix of:

1. Our largest suppliers by annual spend
2. Suppliers in UK and Australia
3. Suppliers in potentially higher risk industries
4. Randomly selected suppliers

Upon completion of the survey, we will identify any potential risks, based on our review of the suppliers' responses.

18.2. Disclosure 412-2: Employee training on human rights policies or procedures

Each year we strive to train 100% of our in-scope DXC Technology population in Code of Business Conduct Training. This training includes a section on human rights. In FY19 more than 99% of DXC employees completed this training. We have also required the same training of 50,000 contractor personnel. Staff are able to report any ethical concerns, including human rights breaches, or modern slavery concerns, to management, the DXC Ethics and Compliance office or through DXC OpenLine.

18.3. Disclosure 412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

Our global master services agreements and contracts include our Responsible Supply Chain Principles, which include specific reference to human rights and modern slavery/human trafficking.

19. GRI 413: Local Communities

Management approach disclosures

We invest in our communities locally and globally, working through our employees and local partners to create positive impact in the places we work, live, and do business. We have CR teams who work:

- In a decentralized way, locally within their own cities or regions on programs that are particularly culturally meaningful or aligned with the daily passions of employees in countless ways to strengthen their home communities.

- In a centralized way, through our DXC Technology Foundation, offering employees the ability to roll out our global programs in their local community, bringing global scale to our giving and to important work.

Engaging both locally and on a global level drives meaningful change and connects our employees with our giving worldwide.

The DXC Foundation is a registered 501(c)(3) charity in the U.S. that provides structure to our philanthropic activities, ensuring that our giving aligns with our mission and values. Foundation gifts align with established focus areas and are approved by the DXC Foundation board.

In addition to financial giving, the DXC Foundation provides opportunities for employees to participate in foundation programs as well as organize workplace volunteer efforts for the good of the community, employees, and company. Our balanced, integrated approach provides for greatest impact in areas of major importance to DXC, including:

- **Education.** Fostering global literacy, with a focus on STEM for children from kindergarten to college age
- **Health and wellness.** Enhancing people's health and wellness at a local and global level, with a focus on veterans, the disabled, and child hunger and poverty
- **Disaster relief.** Supporting emergency assistance to those in need, after a disaster or period of crisis or trauma

19.1. Disclosure 413-1: Operations with local community engagement, impact assessments, and development programs

DXC Technology does not complete social or environmental impact assessments (including gender impact assessments). However, as a company, we recognize there are challenges for overall attraction to studies in STEM education fields as well as for attracting women to this market. As a social investment in this space, our DXC Foundation runs global STEM education programs to help young students engage in STEM activities, with some initiatives and targets for underprivileged and underrepresented participants (girls, minorities, people with disabilities).

For example, in the DXC Foundation program DXC Codes: A Global Coding Challenge, DXC is working on technology with schools (https://www.dxc.technology/cr/ds/118265/143743-dxc_codes_a_global_challenge_creating_excitement_about_computer_science).

For more information on our programs, please see the Community section of our CR Report.

In FY18, DXC Technology similarly supported the Hour of Code, a global movement that has reached 100 million students in more than 180 countries with a mission of demystifying code for people of all ages through easy-to-deliver, 1-hour long programming sessions.

19.2. Disclosure 413-2: Operations with significant actual and potential negative impacts on local communities

We believe that the significant potential negative impacts on local communities is zero.

20. GRI 414: Supplier Social Assessment

Management approach disclosures

At DXC Technology, we seek to build and sustain supplier relationships and a global supply chain that reflect the core values of inclusion and diversity, human rights, health and safety, and environmental sustainability that are critically important to us and to our clients and partners. Our forward-thinking approach to supply chain management helps ensure that our suppliers contribute to DXC's responsible business practices in areas such as screening for abuses, including slavery and the use of child labor; complying with EHS regulations and industry best practices; and implementing rigorous programs to eliminate bribery and other illegal behavior.

We developed our DXC Human Rights Statement following the tenets of the UN Guiding Principles on Business and Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Underscoring these key commitments, our Responsible Supply Chain Principles (https://assets1.dxc.technology/cr/downloads/DXC_Supply_Chain_Principles_April_2017.pdf) establish a set of clear, detailed standards for doing business with DXC across five areas:

- Human rights
- Labor
- Bribery and corruption
- Environment
- Equality, diversity and inclusion

We expect our suppliers to create processes and programs that align with our values. We consider adherence to our Responsible Supply Chain Principles when we select suppliers, and we reserve the right to monitor supplier processes and procedures against these principles as part of our ongoing Responsible Supply Chain Program. DXC expects our 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.

DXC is committed to minimizing the risk of all forms of forced labor and human trafficking within our business or supply chain. To this end, we have published a formal Human Rights Statement that sets out the steps we have taken to combat slavery and human trafficking at DXC and in supplier organizations.

Through our risk-based approach to eradicating these human rights abuses from our supply chain, we have incorporated specific questions on modern slavery and human trafficking into our screening survey for new suppliers, and our CR screening survey for our largest direct suppliers by spend. When hiring new DXC employees and individual contractors, we check that they are legally eligible to work, undertake background checks and external referencing, and ensure that they pass our security clearance. We are satisfied that these multiple checks allow us to identify victims of trafficking or slavery. More information about our Responsible Supply Chain Program is available at: https://www.dxc.technology/cr/ds/118945-csc_responsible_supply_chain_program.

20.1. Disclosure 414-1: New suppliers that were screened using social criteria

New suppliers to DXC who are under contract, agree to the Responsible Supply Chain Principles. DXC has a defined new vendor add process that includes a restricted parties list check, financial check,

embargoed countries check, as well as sign off by the relevant supply chain manager. This is governed by the DXC Third Party Risk Management Policy.

20.2. Disclosure 414-2: Negative social impacts in the supply chain and actions taken

We identified no suppliers as higher risk based on performance. No action plans were required in FY19, as we identified no actual performance issues relating to modern slavery and human trafficking.

21. GRI 418: Customer Privacy

Management approach disclosures

Global privacy and information management represents an important area for multinational organizations that collect, process and transfer all kinds of information, such as confidential employee, client and business partner data, including personal data as defined in the applicable data protection laws and regulations. As a global legislative trend, the regulatory climate for data privacy and protection continues to grow in scope and complexity — as do the financial, legal, and reputational costs of a potential data breach.

There are no boundaries because customer privacy affects DXC Technology inside and outside of the organization, everywhere in the world. Legislation with an extra-territorial reach and customer contracts with a global scope require DXC to apply a holistic global approach to manage the privacy of customer data that is in DXC's custody in every jurisdiction globally. DXC is engaged in all aspects of customer data processing, whether data is stored onsite within customers' networks, hosted in DXC data centers, or processed on behalf of DXC by our subcontractors, group companies, and other strategic partners.

DXC's Global Privacy and Data Protection Office (PDPO) aims to uniformly and cohesively foster the protection of confidential information as well as comply with international regulations on data privacy and data transfer.

Implementation and maintenance of a global data privacy program is a strategic part of achieving consistent data protection across all DXC companies worldwide via standardized policies and privacy-aware employees. We designed DXC privacy and information security policies and procedures to mitigate and minimize vulnerabilities including loss, misuse, unauthorized access, and unauthorized disclosure of confidential information, including personal data.

In this regard, comprehensive and strategic mitigation of the risks associated with a data breach is a top priority for DXC. Our approach includes an in-place crisis management plan to prepare for potential data breach incidents through a data breach response team triaging adequate defined and comprehensive investigation and notification protocols to ensure a coordinated, timely data breach response. This response includes management escalation and reporting actions as well as management of remediation efforts. If a breach occurs, DXC will duly report the incident to the relevant customers and authorities in accordance with contractual and legal requirements. To ensure that company, client and personal information is accessed only to meet business requirements, DXC provides employees with training on privacy and security matters. In addition, DXC is self-certified to the Privacy Shield Framework via the EU and the U.S. Department of Commerce to signal our compliance with global privacy and data protection requirements. Across our global data security program, we use cybersecurity expertise to deter and mitigate threats, and we maintain ISO 27001 Information Security Management certifications at key delivery centers. To adequately address related compliance obligations and requirements, DXC has established a data privacy governance structure supported by an effective data privacy program.

Policies and commitments

DXC Technology has implemented and maintains a company-internal privacy policy as well as a publicly accessible enterprise online privacy notice to reflect the value DXC places on earning and maintaining the trust of our employees, clients, business partners and others whose personal data or other confidential information is shared with us and to ensure our commitment and dedication to their privacy. DXC is committed to the lawful treatment and confidential handling of sensitive information, including 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 confirms that we will process personal data to which we have access in connection with our performance under any service agreement: (1) only on behalf of and for the benefit of the contractor; (2) in accordance with the service agreement and contractor's prior written instructions, if any; and (3) as otherwise required by all applicable data protection laws and regulations. DXC confirms that we will not process any personal data for any other purpose, absent specific written instructions from the contractor.

DXC has implemented a comprehensive suite of technical and organizational controls that enables DXC to comply with any requirements of any applicable data protection law regarding the collection, storage, use, transfer, security, or processing of personal data. This compliance might include the requirement for DXC to enter into a written agreement, such as data processing or data transfer agreements, to provide an adequate level of privacy protection. DXC agrees that we will not disclose personal data to law enforcement unless required to do so by law. Where possible, DXC will attempt to redirect the law enforcement agency directly to the contractor or promptly notify the contractor and provide a copy of the access request, unless legally prohibited from doing so.

Goals and targets

DXC Technology strives for best-in-class data protection and privacy management, which requires a sound data privacy governance structure and an effective data privacy compliance and best practices program to ensure DXC meets ever-changing and increasingly complex regulatory standards and all contractually agreed privacy obligations.

Resources

With a global lead privacy officer based in the EU and a network of privacy professionals at the corporate and regional levels, DXC's global PDPO is a well-resourced and qualified strategic compliance function that operates under the authority of DXC's global Ethics and Compliance Office (ECO). PDPO is responsible and accountable for advising DXC's businesses on best practices in privacy compliance and to develop policies, procedures, training, risk assessment and monitoring programs that enable DXC to provide adequate levels of personal data protection for our clients, employees and other relevant individuals in all geographies and jurisdictions around the world.

Grievance mechanisms

DXC Technology is committed to resolving any complaints or disputes in relation to customer privacy and DXC's collection and use of personal information. PDPO is the single point of contact for addressing privacy-related matters assigned or reported to it by DXC employees at all organizational levels, customers, partners, and external providers, vendors and subcontractors. Customers and individuals might also reach out to their national privacy authorities to ask for their support. DXC is committed to coordinating and collaborating with foreign regulators, including EU member state privacy authorities.

Specific actions, such as processes, projects, programs, and initiatives

PDPO aims to facilitate “privacy-by-design” principles in the engineering and implementation of systems and processes by DXC. Therefore, it is intended to govern customer and employee data protection policies and to influence system implementation standards; rulebooks; business processes; applications; web, product, and service developments; and technology roadmaps relating to the following PDPO privacy management areas:

- Governance and organization
- Data and risk assessment
- Inventory of applicable laws and regulations
- Policies and procedures
- Documented information security protocols
- Training and awareness programs
- Data transfer protocols
- Third-party compliance processes
- Data breach incident plan
- Ongoing auditing and monitoring

DXC conducts ongoing monitoring of our privacy obligations, including privacy impact assessments as well as privacy reviews of internal systems and processes used to process personal data. External business partners, service providers, vendors and suppliers are obliged to comply with DXC policies and applicable laws and are subject to compliance reviews accordingly.

Customers shall have the right to inspect, with reasonable notice and during normal business hours, DXC’s business processes and practices that involve the processing of personal data in relation to the services being provided. Respectively, DXC agrees to provide the customer with reasonable documentation and information required for the customer to conduct its due diligence audit, including documentation regarding any relevant third-party audits performed on DXC’s facilities or systems, and where applicable and available, an annual information security report, such as an SSAE 16 audit report (or equivalent). DXC agrees to correct any security deficiencies or vulnerabilities caused by DXC or our subcontractors affecting any data revealed by these audits to violate any applicable laws and regulations, at our own expense, within a timeframe mutually agreed by the parties.

21.1. Disclosure 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

Any specific communication about complaints or breaches is deemed client-confidential information and cannot be disclosed under these circumstances.

End of Report.



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About DXC Technology

DXC Technology (NYSE: DXC), is a global IT services company that leads digital transformations for clients by managing and modernizing mission-critical systems, integrating them with new digital solutions to produce better business outcomes. Our global reach and talent, innovation platforms, technology independence and extensive partner network enable 6,000 private- and public-sector clients in 70 countries to thrive on change. DXC is a recognized leader in Corporate Responsibility. For more information, visit www.dxc.technology.

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