DXC Technology is committed to creating a culture of diversity and inclusion. We embrace the CEO Action because it is the right thing to do for our people. Diversity is at the core of our ability to serve our clients and shareholders, and it strengthens our reputation as the employer of choice in the IT industry and beyond.

**DXC’s Three Key Strategies for Diversity and Inclusion**

1. **Develop an inclusive workplace.**
   Develop and support programs with goals designed to achieve a more representative workforce through the elimination of barriers to employment for under-represented ethnicities, women, people with various abilities and other designated groups. DXC’s success metrics are driven by inclusive behaviors and representation.

2. **Affect the market place.**
   Evolve partnerships that support DXC’s diversity goals in all under-represented categories. In so doing, foster relationships that support talent in a whole spectrum of diversity; science, technology, engineering and math (STEM), as well as women in business.

3. **Leadership through diversity.**
   Encourage leaders to champion I&D within their business units by promoting inclusion throughout the employment lifecycle — recruiting, career and skill development, talent and performance management and retention. Through a partnership with the DXC Foundation, our leaders participate and support efforts such as DXC Codes, which brings coding to teens within the community.

**DXC’s I&D Programs**

**The Dandelion Program**

DXC continuously recognizes the value in neurodiversity and driving innovation across our organization; however, we wanted to create more opportunities for individuals with disabilities, particularly those on the autism spectrum. This specific population is not well represented within our business, and we realized the tremendous opportunity we have to implement a change. Started at HPE ES* Australia in 2014, the Dandelion Program integrates people with autism into DXC’s workforce. To successfully accomplish this, DXC partners with Specialisterne, a Danish company dedicated to incorporating people with autism into the workforce and capitalizing on their inherent skills. Currently, DXC has hired 253 employees out of the program. Through this program, DXC Dandelion has achieved a 96 percent retention rate, which far exceeds the typical retention rate for individuals with autism. As a result of this, DXC has developed an extensive array of program materials and
guidebooks in partnership with Cornell University.

Home of the Brave Campaign

DXC’s employees frequently join to help improve the lives of others in our communities — locally and around the world. One such group is our military veterans. There are many organizations that support veterans; however, to consolidate the effort, our company stood up a unique initiative called the Home of the Brave Campaign. Over the past six years, 3,355 volunteers have dedicated 23,753 hours of their time engaging with more than 111,000 veterans by volunteering for events, visiting patients and donating much needed items. Working with the U.S. Department of Veterans Affairs (VA), we have gotten to know veterans from every generation, in various living conditions. Since the inception of our partnership — six years ago — we have supported over 120 VA medical facilities in 42 states and territories, including Washington, DC, and Puerto Rico.

DXC’s Strategic Partnerships and Supplier Policy

Strategic Partnerships

Through our diverse partnerships we are pleased to support our various employee communities and give opportunity for employees to grow professionally through these networks. Our partnerships include:

- **UPWARD (Uniting Professional Women Accelerating Relationships and Development):** The mission of this organization is to accelerate career advancement for executive women by creating collaborative gatherings to learn from leaders and network, cultivating events that build up members through focused conversations, solutions, and creativity and nurturing relationship-building of networks that helps members move up in their careers.

- **Bender Consulting:** Through a long-standing partnership with Bender Consulting, DXC is able to bring onboard skilled talent with disability and integrate them into the workforce. Jo Mason, CHRO for DXC, currently serves as an advisor to Bender, furthering our commitment to employing people with disabilities.

- **Integrated Senior Management Forum (ITSMF):** ITSMF increases the representation of black professionals at senior levels in technology to impact organizational innovation and growth.

- **Hispanic IT Executive Council (HITEC):** A premier global executive leadership organization of senior business and IT executives who have built outstanding careers in information technology.

- **International Labor Organization (ILO):** Born out of the United Nations, the ILO promotes social justice and achieving competitive work for people with disabilities.

- **Out & Equal Workplace Advocates:** The world’s premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, and transgender workplace equality.

- **United States Business Leadership Network (USBLN):** USBLN unites business around disability inclusion in the workplace, supply chain and marketplace.

- **League of Black Women:** The
organization provides access to strategic support for developing and sustaining leadership values and joyful living for Black women.

- **D.C. Business Leadership Network (DCBLN):** The DCBLN (a USBLN affiliate chapter) aims to change attitudes and address concerns of businesses. The DCBLN is also an employer led non-profit.

**Supplier Diversity**

DXC has a global Responsibility Supply Chain policy to demonstrate our commitment to fostering sustainable business practices across our global network. We take our environmental, social and financial responsibilities seriously and strive to develop relationships with suppliers who share our commitment to these important issues. It is the policy of DXC to affirmatively seek the participation of small business, small disadvantaged business and woman-owned small business concerns, as well as other similar groups, in the performance of subcontracts and procurements. DXC expects its suppliers to be similarly aligned to these principles, including the selection of any indirect suppliers.

Diverse supplier inclusion in the supply chain demonstrates DXC’s commitment to our corporate citizenship goals and customers’ successes through promoting business opportunities with suppliers that represent the communities in which we live and do business.

Engaging diverse suppliers supports the economic strength of local communities, while enhancing innovation and competitive advantage in our supply chain. Our strategic focus remains to build on the combined CSC and HPE history of strong Supplier Diversity leadership to both enhance our own diverse supplier inclusion program and to help drive the Technical Services industry to increase procurement opportunities for diverse businesses.

With a legacy of extensive experience in supply chain inclusion practices (from our combined Supplier Diversity Programs) DXC encourages and promotes qualified small businesses and companies owned by women, minorities, veterans, aboriginal and indigenous people, as well as lesbian, gay, bisexual and transgender (LGBT) individuals, to compete for our business.

[www.dxc.technology](http://www.dxc.technology)