



2023 Cognizant's Mandatory Ethics & Compliance Training - Due on September 30th

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Dear Associate,

At Cognizant, we do the right thing, the right way, and always make the ethical choice. Our annual Ethics & Compliance training is a critical part of practicing this core value and ensuring that we hold ourselves accountable to one another, our company, our clients and other stakeholders. It is important that we refresh our knowledge and understanding of Cognizant's [Code of Ethics](#) and [global policies and procedures](#), and make decisions and take actions that support Cognizant's standards of integrity.

In support of this commitment, we have been assigned training courses annually and have to complete all assigned courses below, **before or by September 30.**

******Ignore if you have completed this already******

- To access and complete your mandatory training courses, please go to <https://cognizant-console.lrn.com/learn/queue>.
- Please complete your assigned courses before or by September 30.

Subject to local laws, regulations, and any other legal obligations, **failure** to complete mandatory ethics and compliance training in a timely manner may be a factor in your **performance review**, impact bonus or variable performance pay, be considered in promotion decisions, or result in disciplinary action up to termination. Please refer to our [Training Policy](#) for more information.

Thank you in advance for completing your mandatory Ethics & Compliance training requirements and contributing to an ethical company culture

Technical problems with the training courses?

Go to [One Cognizant \(1C\)](#) and search for

Have an ethical question or wish to report a concern?

If you have any questions regarding our

the GSD app. Raise a request for your issue with the subject line "E&C Training Issue."

Code of Ethics or global policies and procedures, visit the [Ethics & Compliance page](#) to learn more about the resources available to you. If you would like to report a concern or possible violation, please visit our [helpline](#).

Best Regards,
ADM Talent Partner

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