

## Anti-Bribery & Anti-Corruption Note from our CEO

At HCLTech, we believe in a work culture that is based on meritocracy, high performance and a results orientation. Our track record, over many years, has been built upon a solid foundation of integrity, transparency and good governance. These values form the basis of our Code of Business Ethics and Conduct (“COBEC”) and Anti-Bribery and Anti-Corruption policy (“ABAC”), which outlines our expected behavior from all our employees across the globe and defines our commitment to all stakeholders.

The COBEC and ABAC serves as a framework of reference with broad guidelines to enable every HCLTech employee to make the right choices at the workplace and while dealing with those who conduct business with us. We encourage you to understand and embrace these ethical standards in letter and spirit, to remain above reproach at all times.

To enable every HCLTech employee and business associate to make informed, ethical decisions, we have ensured mandatory training of the COBEC and ABAC. Further, we have institutionalized formal trainings on business integrity, health and safety, environment and sustainability, non-discrimination and other employee workplace practices.

If you witness the organization, its employees or business associates deviate from the COBEC and/or ABAC, we request you to send your complaint to [Global Ethics Helpline](#).

Our reputation and success depends upon the personal commitment that each of us makes to uphold our organization’s values and practice ethical behaviour in all our business dealings. Let us make this commitment, regardless of employment level, position, or geographic location, both individually and collectively, to uphold the standards of business conduct in the COBEC and ABAC.