

Amdocs Human Rights and Labor Practices Statement

With over 26,000 employees in more than 85 countries in the world, Amdocs' global workplace demands that we uphold high standards of corporate social responsibility, with regard to our social and environmental impact, ethical dealings, product quality and human rights. These standards are set by our CEO and executive management and trickle down to the company at all levels and geographies.

Our core values, define Amdocs as a people-oriented business. Amdocs' employees are the organization's greatest asset and we constantly ensure that every employee is treated with dignity, respect, and in compliance with applicable laws and regulations.

Our philosophy is to provide all our employees with a healthy and inspiring workplace environment, with continued opportunities to grow and develop their careers, to reach their potential and excel. Therefore, we have adopted a set of core principles to govern our activities across the world.

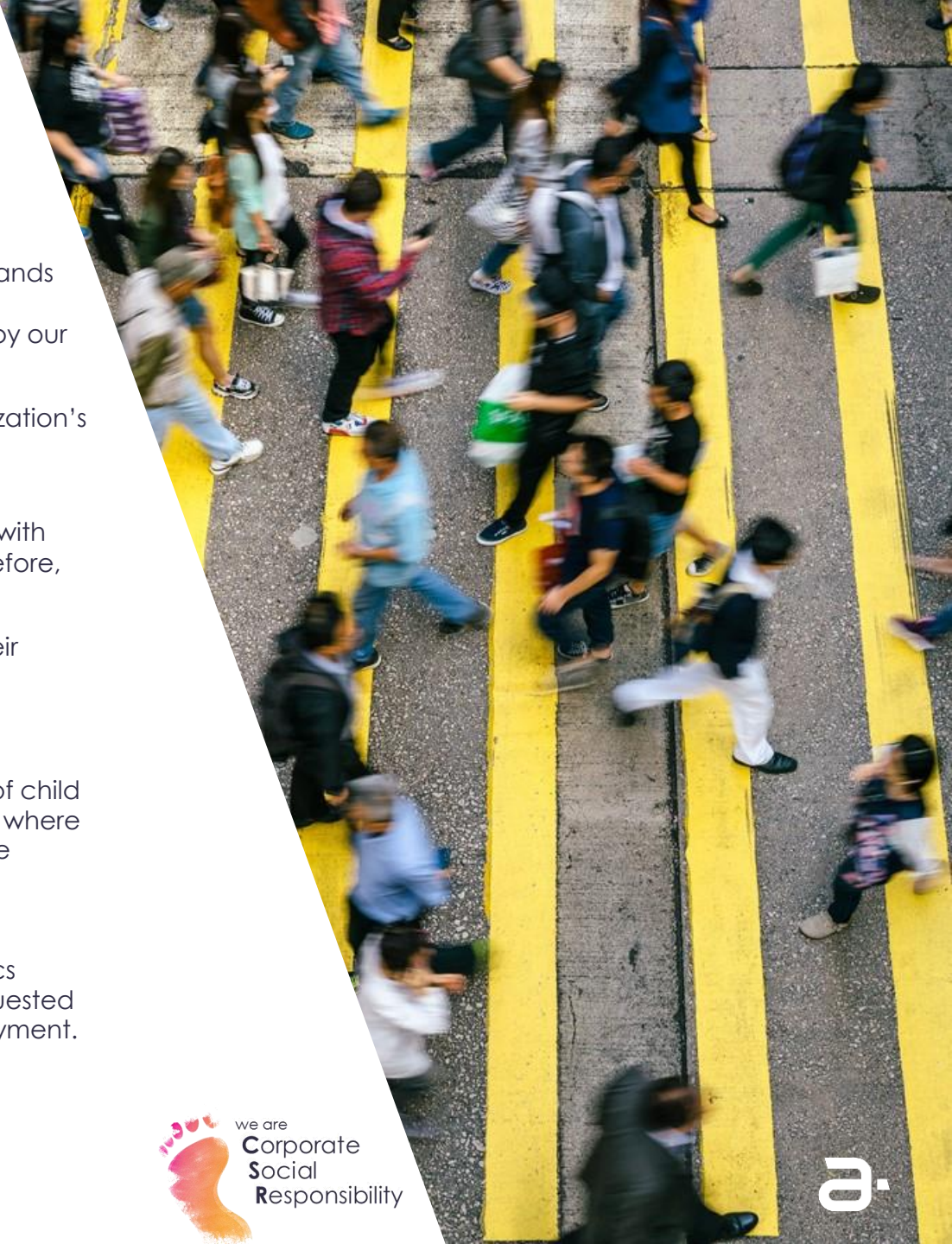
Amdocs is also encouraging all its suppliers to adhere and implement the same standards across their business and within their own supply chain.

1. Child Labor Avoidance

Amdocs is not employing any person below the minimum legal age of employment, and any form of child labor is strictly prohibited. The term "child" refers to any person employed under the age of 15 (or 14 where the laws of the country permit), or under the age for completing compulsory education, or under the minimum age for employment in the country.

2. Freely Chosen Employment

Employment in Amdocs is voluntary and no form of involuntary or forced labor is being used. Amdocs employees are free to leave work or terminate their employment upon notice and they are not requested to hand over government issued identification, passports or deposit money as a condition of employment.



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3. Non-Discrimination

Amdocs' commitment to a diverse workforce is reflected in all its employment practices, including decisions about recruiting and hiring, working conditions, appraisals, compensation and benefits, training, promotions and demotions, transfers, layoffs and terminations, and disciplinary actions. These kinds of decisions are based solely on an individual's performance, experience, training, work history and overall job suitability.

4. Working Hours, Wages and Benefits

As an organization with global operations, Amdocs is committed to comply with various labor laws throughout the world, including those relating to working hours, minimum wages, legally mandated benefits etc. Amdocs compensates its employees in a timely manner and clearly conveys the basis on which they are being paid.

5. Harassment

Amdocs encourages all employees to value and respect each other, and strictly prohibits harassment based on their race, color, religion, gender, sexual orientation, age, national origin, disability or veteran status or other status that is protected by law. Moreover, any form of sexual harassment, including unwelcome sexual advances of either a physical or verbal nature, is strictly prohibited.

6. Violence Free

Threats or violence of any kind (including physical violence, intimidation, harassment or coercion) are not tolerated at Amdocs. Weapons are also prohibited while working on Amdocs business, whether for those working onsite, off-site or traveling on behalf of Amdocs.

7. Environment, Health & Safety

Amdocs strives to ensure that every employee enjoys a safe and healthy work environment, and that our operations are conducted in an environmentally responsible and sustainable manner. Therefore, management has decided to adopt and implement a global Environment, Health and Safety (EHS) management system according to the international standards OHSAS 18001:2007 & ISO 14001:2004. We are committed to achieving a safe and secure environment in conjunction with an operational philosophy towards our impact on the environment.

8. Employee Privacy

Amdocs works to balance its employees' need for privacy with the need to gather essential information. Personal information about Amdocs employees – gathered for business, legal and contractual reasons, such as employee home address and phone number, salary information, benefits information - is kept strictly confidential and shared only with those who have a legal right or a legitimate business need to know.

