

Anti-Slavery & Human Trafficking Statement

This statement is made in compliance with the Modern Slavery Act 2015 s.54 (1) and constitutes our Anti-Slavery and Human Trafficking Statement.

Birlasoft is committed to improving awareness of the practices necessary to combat Slavery & Human Trafficking and to continually assess the risk profile of our business in these areas.

Birlasoft is an international outsourcing company with an esteemed reputation. We provide a wide range of professional services to our clients.

We have an annual turnover in excess of the £ 36 million threshold specified in the Modern Slavery Act 2015.

Our Anti-Slavery & Human Trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure that Slavery & Human Trafficking are not taking place.

We endeavor to check the risk profile of our business and our business partners. We comply, and will continue to comply, with the highest professional standards. We request that any business partners, whether they be subcontractors or consultants interacting with our business must therefore adhere to these very high standards of conduct.

We will endeavor to undertake a review over time to identify and assess potential risk in our relationships with the contractors and the suppliers that we use and we expect the full co-operation and support of all our contractors and suppliers in this regard.

It is our intention to ensure that all our suppliers and contractors comply with our values, and we request that all of our partners, suppliers and other stakeholders agree to comply with our Anti-Slavery & Human Trafficking policy within their own business and their supply chains or have their own equivalent policy in place.

To ensure a high level of understanding of the risks of the Modern Slavery & Human Trafficking in our business, we have placed our Anti-Slavery and Human Trafficking Policy on our website, which is easily accessible by all of our partners, staff & contractors.

In addition, all employees/partners are requested to confirm that they have read and understood the policy.

Everyone in the firm is encouraged to report any concerns regarding Slavery and/or Human Trafficking in accordance with our transparency policies.

Awareness

Birlasoft drives campaigns within the organisation to ensure employees are aware about indicators of modern slavery and bring this to the notice of the management, where necessary. The campaign covers:

- Fundamental understanding of modern slavery and its impact.
- Identifier for potential cases of slavery or human trafficking.
- How employees can identify the signs of slavery and human trafficking.
- How employees can find more information on modern slavery.

As a part of our Whistle Blower Policy employees are encouraged to report any sincere concern or knowledge of any breach of law, including modern slavery violations within our business operations or supply chains.

Appendix

Our commitment to preventing Modern Slavery and Human Trafficking.

Birlasoft has its own “Anti-Slavery and Human Trafficking” policy which sets the framework for our own approach to Anti-Slavery and Human Trafficking policies (as detailed herein).

This policy commits the firm to the undertaking of a review of its supply chain to identify and assess potential risk areas and to maintain a register detailing the results of these assessments.

We have prepared our policy to cover the fact that we are a global organization and some of the work we undertake, and some of the organizations with whom we contract, are situated in countries with a higher prevalence of Human Trafficking and coercive working practices, as defined by the Global Slavery Index.

Regarding our compliance with the Modern Slavery Act 2015, a number of procedures have been implemented. Our sales and purchasing teams review all the firm’s suppliers on a periodic basis and record any concerns. We endeavor to work only with ethical and compliant partners who are internationally known with good reputations.

Procedures are in place to ensure these registers are reviewed on periodically to ensure accurate information.

Where possible, we seek to introduce, standard wording in all our new contracts going forward (for both supply of good & services) requiring the supplier to confirm their compliance with UK Anti-Slavery legislation as well as giving us the right to perform reasonable checks to verify compliance.

We also encourage our employees and stakeholders to make reports regarding our own policies/procedures or those of our suppliers.

Most of all, our sound ethics and commitment to compliance underpin our values.

We believe this information to be correct, but we cannot accept any responsibility for any loss occasioned to any person as a result of action or refraining from action as a result of any item herein.



John Bahadur,

Senior Vice President – Human Resources