



SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE [HEAD OF EUROPE]

As a global organisation we recognise that slavery and human trafficking continue to remain a hidden blight on our global society. We further recognise that every person in our company - from the board to every employee - must all accept a responsibility to be alert to the risks, however small those risks might be, that this blight be recognised if it exists and dealt with swiftly with every means available to us. As an initial step, we expect all our people to report **any** concerns they may have regarding slavery or human trafficking and our management team are expected to act upon them swiftly.

ORGANISATION'S STRUCTURE

We are a global provider of technology and outsourcing services in the IT, BPO, Consulting sector. Our ultimate parent company is Hexaware Technologies Limited which has its head office in India and a total of over 12,000 employees, globally. We assist our clients across four chosen verticals - Banking and Financial Services, Healthcare and Insurance, Travel and Transportation and Manufacturing & Consumer.

The Hexaware Group has a global annual turnover in excess of USD 525 Mill.

OUR SUPPLY CHAINS

Our supply chains include:

- Sourcing of skilled and highly skilled technology personnel, who have usually attained a significant degree of expertise in their area of work.
- Contractors' and consultants in the technology area;
- Providers of support services including legal and financial support in the regions where we operate.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Given the sectors we operate in with highly skilled and educated suppliers of services to our business, we are confident, based on our regular reviews of salary and benefits provided to and by our suppliers, that the risks of slavery and trafficking are minimal. Nevertheless, we do not take these risks lightly and we are committed, as part of our initiative to identify and mitigate risk we adopt systems to:



- Identify and assess potential risk areas in our supply chains including selecting suppliers of services with a proven track record and an internal interview process.
- Where possible we build long standing relationships with local suppliers and customers and make clear our expectations of business behaviour to be of the highest ethical standards.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains and as part of our provision of services to ensure that our people and those they come into contact with have regular contact with client service managers and delivery managers.
- We aim to monitor potential risk areas in our supply chains.
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch or a country which is not and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the delivery chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values. Our regional country heads are supported by Human Resources, Legal teams both central and local who are responsible for supervising compliance in their respective teams and for their supplier and vendor relationships.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also expect our business partners to provide training to their staff and suppliers and providers where relevant.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of House Audits by Sales Managers and Business Development Managers;
- Use of labour monitoring and payroll systems at a central and local level; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year ending 31-Dec-2017

A handwritten signature in blue ink that reads 'Amrinder Singh'.

Amrinder Singh
Head of Europe
For and on Behalf of Hexaware Technologies Limited