

Hexaware Modern Slavery & Human Trafficking Statement

1. Introduction

We recognize that slavery including modern slavery and human trafficking continue to remain a hidden blight on our society globally. Modern slavery described as serious exploitation of people covers harassment through forced and compulsory labour, slavery, servitude, debt bondage, child labour, and human trafficking in the supply chain ecosystem. We are committed to uphold human rights and have taken steps to ensure that slavery and human trafficking do not operate within our business or our supply chain. 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 is expected to act on them swiftly.

This statement is applicable to Hexaware global operations including its subsidiaries, all collectively hereinafter referred to as “Hexaware” pursuant to UK Modern Slavery Act 2015, the EU Corporate Sustainability Due Diligence Directive and those of other countries where we operate, and guided by the UN Universal Declaration of Human Rights and the conventions of the International Labour Organization (ILO), particularly relating to forced or compulsory labour for the year ending 31st December 2024.

2. Our business

With more than three decades of experience, Hexaware is a next-generation IT and consulting service provider. Our innovative and tailor-made technology solutions enable our clients to achieve operational excellence and enhance customer experience. With over 28000+ employees, we assist our clients across six business verticals & four business lines.

Hexaware UK has over 570 employees in the United Kingdom and offices in London and Birmingham. At Hexaware, we incorporate the triple bottom line framework of People, Planet & Profit to drive sustainability. The Company has been making continuous efforts to reduce its environmental footprint through various initiatives, contributing towards community development through thoughtful CSR projects and adhere to the highest governance standards to create long-term value for its stakeholders. Our annual reports and sustainability reports on- www.hexaware.com provide more information on our sustainable business performance.

3. Our supply chains

Our supply chains include:

- Supplier of People: Sourcing skilled technology personnel, having the required expertise to work on our campuses/ client projects
- Supplier of Services: This refers to partners/agencies which provide essential services such as catering, food and beverages, transportation, construction etc. at Hexaware locations
- Supplier of Products: This refers to partners who supply products to Hexaware such as hardware, software, electrical / electronic equipment, furniture, heavy equipment, etc.

4. Our commitment to pay living wage

All individuals, including the varied group of people who work at Hexaware and the people who make a livelihood within our larger supply chain, deserve the chance to earn a livable salary and income. Hexaware

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recognizes the concept of living wage and income as a human right and believes that mandated minimum wages are required to provide workers with a decent standard of living, including, but not limited to, food, housing, education opportunities, childcare, and savings for unforeseen events. Therefore, we are committed to pay Hexaware employees, contractors and retainers a livable wage throughout our global locations as per the stipulated timeframe.

The following definition of a living wage is supported by Hexaware:

The pay obtained by a worker in a specific location for a typical working period that is adequate to provide an acceptable quality of life for the worker and their family. Food, water, shelter, education, health care, transportation, clothes, and other fundamental requirements, including preparation for unexpected events, are all components of an acceptable quality of life.

5. Prevention of Modern Slavery, Human Trafficking & other Human Rights violation

- We have been a signatory to the United Nations Global Compact (UNGC) since 2014 and are committed to the Ten Principles of the United Nations in the areas of Human Rights, Labour, Environment and Anti-Corruption. Hexaware supports the principles contained in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. Our policies are endorsed by senior management and specify expectations from employees, suppliers and other stakeholders.
- We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Human Rights policy, Global Code of conduct & Supplier Code of Conduct, available on our website, reflects our commitment to acting ethically, responsibly and legally in all our business relationships. The code of conduct highlights our support and respect for human rights, which includes helping to eliminate modern slavery. Our Human Rights policy covers various aspects like Diversity, Equity & Inclusion (DEI), Anti bullying & prevention of sexual harassment, abuse free workplace, freedom to express & social dialogue, freedom of association & collective bargaining, right to learning, reskilling & upskilling.
- Hexaware provides a safe and healthy working environment for its employees and other stakeholders who work with us. We comply with our legal obligations to ensure the health and safety of all of our employees. We foster an inclusive work environment based on our ethos of Putting People First. Our Occupational, Health and Safety policy available on our website provides details on this.
- Our supplier code of conduct sets the minimum commitment Hexaware expects from its suppliers. It documents the labour standards that Hexaware suppliers must adhere to, particularly in relation to modern slavery. We seek to encourage a culture of transparency within our supply chains and provide a mechanism to enable employees of our suppliers to speak up about legal or ethical concerns, including modern slavery. They may report concerns or violations as mentioned in the whistle blower policy. Till date, we have not received any complaints from third parties concerning modern slavery.
- Hexaware investigates any potential human rights breach it becomes aware of and seeks to

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appropriately remedy or mitigate those breaches. The code is supplemented by additional policies such as Human Rights Policy and Diversity, Equity and Inclusion Policy. We expect our employees and suppliers to treat all with dignity and we do not tolerate violence, threats, mental or verbal abuse, disrespectful behavior and bullying or any kind of harassment.

6. Identification and assessment of modern slavery risks

- Risks to human rights might arise not just from direct operations but also from indirect business activities carried out by other stakeholders such as clients, vendors, contractors, or joint ventures. So, we regularly evaluate, monitor and review potential human rights risks across our value chain and ensure they are mitigated.
- Given the nature of our business and supply chains, and the risk assessments we have undertaken till date, we believe the risk of modern slavery, child labour and human trafficking in our supply chains is low. However, we are constantly on the vigil and review mechanisms to improve and evolve in response to changing circumstances and the evolution of our business.

7. Due diligence process for slavery & human trafficking

The actions that Hexaware takes to reduce the risk of modern slavery in its operations and supply chains are driven by our due diligence and monitoring strategy and operationalized through processes that we have put in place.

As part of our responsible supply chain efforts, we undertake the following:

- During onboarding, our suppliers are required to read, understand and sign the Supplier Code of Conduct. Our supplier agreements mention that our suppliers must comply with all applicable local & national laws. We insist that our suppliers comply with our position regarding anti-slavery & human trafficking. We will not tolerate such activities within our supply chain or within any part of Hexaware's business.
- 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 behavior to be of the highest ethical standards.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains as well as part of our provision of services.
- We expect each entity in the delivery chain to, at least adopt 'one-up' due diligence on the next link in the chain.
- Appoint a point of contact across different countries of operations for national and international supply chains.
- Our whistle blower policy encourages reporting of concerns or Modern Slavery or other human rights violations without fear of retaliation. We educate our employees & our partners in the supply chain regarding the "Whistle blower policy" which is available on www.hexaware.com

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8. Addressing modern slavery & human trafficking risks

- Governance
 - ✓ 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 and 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. Periodic training gets imparted to suppliers for subjects like Human rights, Anti-sexual harassment, wages and benefits, anti-bribery and corruption, etc. 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 the effectiveness of steps taken to eliminate slavery and human trafficking in any part of our business or supply chains:

- ✓ % of critical suppliers signing the supplier code of conduct
- ✓ % of suppliers trained on Supplier Code of Conduct
- ✓ % of employees trained on Ethics & Compliance
- ✓ % of issues raised through our grievance redressal mechanisms & closed with appropriate corrective actions

9. Approval statements

We will continue to review our internal processes to ensure that our obligations under the modern slavery legislation are met. This statement is made pursuant to UK's Modern Slavery Act 2015 for the year ending 31st December 2024.

For and on Behalf of Hexaware Technologies Limited



R Srikrishna
Chief Executive Officer (CEO)
Hexaware Technologies Limited