



## **MASTEK (UK) LIMITED, STATEMENT ON MODERN SLAVERY FOR 2020**

This is the Modern Slavery statement for Mastek (UK) Limited for the financial year ending 31st March 2020 and is made pursuant to Section 54 of the Modern Slavery Act 2015 (the "Act").

Modern slavery in all its forms is a crime and we will not tolerate any such activities within our operations or our supply chain. We are committed to ensuring that everyone who works for Mastek benefits from a working environment in which their fundamental rights and freedoms are respected and that anyone we do business with also upholds these principles.

The information in this statement identifies policies, processes and actions we have taken and continue to take to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business.

### **Mastek (UK) Limited and our Supply Chain**

Mastek (UK) Limited (**MastekUK**) is a wholly-owned subsidiary of Mastek Limited, a publicly listed company registered in India. MastekUK's business is the provision of enterprise software services and the main business asset is human resources. In order to provide its services, MastekUK often calls upon the skilled human resources of its parent company under a service agreement arrangement. These skilled resources may travel to the UK on work permits and may also provide services from Mastek's development centres in India. MastekUK also recruits staff from the local UK market and from other countries.

We seek to partner with suppliers who uphold Mastek's values and ethics, providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically, and using environmentally responsible practices where practicable. MastekUK procures goods and services from the local UK market and assesses the suitability of suppliers by conducting relevant due diligence checks. We also ensure we have in place suitable terms and conditions of supply with all our preferred and other suppliers.

### **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 Code of Business Conduct and Ethics Policy, the Code of Conduct - Modern Day Slavery, and our Whistleblowing Policy each reflect our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

These policies apply to both MastekUK and Mastek Limited and are available to all employees via our intranet site. The policies are managed by relevant functional heads and reporting processes support the escalation of policy issues to senior management.

### **Assessment of Slavery and Human Trafficking Risks**



The majority of MastekUK's assets and operations are people-related and fall into two categories:

1. MastekUK's own employees, and
2. Agency or contract staff, the numbers of which fluctuate depending on demand.

Management and staff can report risks through our corporate risk assessment and reporting process.

Our other business activities are minor by comparison and include the procurement of property leases, third party software, computer hardware and office equipment and services. It is our view that the risks of slavery and human trafficking in these supply chains are low.

### **Board approval**

This statement has been approved by the Board of Directors of Mastek (UK) Limited and will be updated annually in line with the Act's reporting requirements.

A handwritten signature in black ink, appearing to read "Dennis Badman".

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**Dennis Badman**

**Chief Business Officer**

**Mastek (UK) Limited**