
MASTEK (UK) LIMITED – ANNUAL SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR 2016/17

Mastek (UK) Limited

Mastek (UK) Limited (“MUK”) is a wholly-owned subsidiary of Mastek Limited, which is a publicly listed company registered in India. MUK’s business is the provision of enterprise software services. In order to provide these services, MUK often calls upon the skilled resources of its parent company. These skilled resources either travel to the UK on work permits or they provide the services from Mastek’s development centers in India.

Policies in relation to Slavery and Human Trafficking

MUK has the following policies and codes of conduct which deal with or touch on slavery and human trafficking:

- Code of Business Conduct & Ethics Policy
- Code Modern Day Slavery

Assessment of Slavery and Human Trafficking Risks

Bearing in mind MUK’s business, the vast majority of its business inputs are people-related. These people fall into two categories:

1. MUK’s own employees and
2. Agency staff, the numbers of which fluctuate depending on demand.

In view of the above, the main risks of slavery and human trafficking reside internally within Mastek Ltd and MUK or externally in the arrangements between agencies and their staff.

Other business inputs are minor by comparison, but include the like of third party software licenses, computer hardware and office equipment and services. It is our considered view that the risks of slavery and human trafficking in these supply chains are negligible by comparison.

In view of the above risk assessment, we have concentrated our due diligence activities on slavery and human trafficking within MUK and its parent’s staffing and within its agencies’ staffing.

Activities Undertaken and Planned for the Coming Year

During the 2016/17 financial year, MUK has conducted the following activities to address the risk areas identified above:

1. Main focus has been in creating awareness among employee and managers on Slavery and Human Trafficking.
2. Inducting new hires to Code of Business Conduct & Ethics Policy & Code Modern Day Slavery
3. Create an online training platform on Modern Day Slavery & Human Trafficking.
4. Formulate a committee for Auditing the hiring process, Sub-contracting Agencies and compliance with UKVI.

This is the second modern slavery and human trafficking statement produced by Mastek UK Limited, Published in accordance with section 54 of the Modern Slavery Act 2015 constitutes the slavery and human trafficking statement for Mastek UK Limited for the financial year ending 31st March 2017.



Prahlad Koti
Managing Director, Mastek (UK) Limited
29th Sep 2017