

**MASTEK (UK) LIMITED – ANNUAL SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR 2015/16**

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

It is MUK’s policy in the 2016/17 financial year to further develop these and other policies.

**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.

**Due Diligence Activities Undertaken and Planned for the Coming Year**

During the 2015/16 financial year, MUK has conducted the following activities to address the risk areas identified above:

1. Reviewed the contracts of the employees and agreements with the agencies
2. Reviewed the payroll data Vis a Vis contract, to ensure salary payments are in line with contracts.
3. Written confirmation sort from agencies on compliance with our Code on Modern Day Slavery.
4. Audited the external hiring process to ensure equal opportunity and other legislative compliances.
5. Audited the work permit processing process and its compliance with UKVI.

Residual Risks

MUK believes that the activities undertaken during the 2015/16 financial year demonstrate that the risks of slavery and human trafficking in its business have been eliminated and that the risks within its agency supply chain, both in India and the UK, are minimal. Further, as stated above, MUK believes that the risks in its other supply chains are negligible, bearing in mind the nature of the supplies and their place of origin.

Internal Awareness

In order to make staff aware of the potential risks of slavery and human trafficking and of the steps that they must take in the unlikely event that they suspect that there are occurrences of slavery or human trafficking in MUK's business or its supply chains, MUK issued a briefing document to all staff in MUK and Mastek Limited. A copy of this communication is available upon request.

**For and on behalf of Mastek (UK) Limited**



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**Prahlad Koti**  
**Joint Managing Director**  
**30<sup>th</sup> September 2016**