

Mphasis Limited Human Rights Statement

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Mphasis Limited Human Rights Statement

At Mphasis Limited, we are committed to upholding and promoting human rights in all aspects of our business operations. Our commitment to Human Rights was developed with reference to the 10 principles of the UNGC, International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; and the UN Guiding Principles on Business and Human Rights. We recognize the inherent dignity, equality, and worth of every individual and strive to create a work environment that respects and protects human rights. Our commitment to human rights is guided by the following principles:

- 1. Non-Discrimination:** We uphold the principles of equal opportunity and non-discrimination in all our employment practices, ensuring that no individual is treated unfairly or denied opportunities based on race, color, gender, sexual orientation, religion, national origin, age, disability, Life Style or any other protected characteristic.
- 2. Labor Standards:** We adhere to internationally recognized labor standards, including the fundamental principles and rights at work as defined by the International Labour Organization (ILO). We respect freedom of association, collective bargaining rights, and strive to provide fair wages, reasonable working hours, and a safe and healthy work environment for all our employees. Currently, the Company does not have any employee/worker associations. However, Mphasis recognizes the right to freedom of association, subject to local laws and regulations, as long it does not violate the company's policies and mandates.
- 3. Child Labor and Forced Labor:** We are committed to combating child labor and forced labor in all their forms. We prohibit the use of child labor and ensure that our employees are of legal working age as defined by applicable laws. We strictly condemn and prohibit any form of forced or compulsory labor, including debt bondage, human trafficking, modern slavery, servitude, verbal or any other form of harassment and physical punishment in Mphasis operations and operations of our suppliers. Mphasis has zero tolerance for slavery and human trafficking. We are compliant with the UK's Modern Slavery Act 2015 which prohibits Slavery and Human Trafficking. Basis this, Mphasis has implemented a Modern Slavery Act Statement across the Company's operations.
- 4. Supply Chain Responsibility:** We extend our commitment to human rights throughout our supply chain. Mphasis' policies mandate suppliers' adherence to fair labor practices, provision of safe working conditions, and respect for the rights of their employees across their supply chain.
- 5. Privacy and Data Protection:** We are committed to protecting your privacy and our stakeholder's personal information in accordance with applicable data/privacy protection laws and our data privacy policies. We implement robust security measures to safeguard personal information against unauthorized or unlawful processing and/or against accidental loss, alteration, disclosure, or access thereto and ensure transparency and accountability in our data handling practices.

6. **Community Engagement:** We actively engage with the communities where we operate, seeking to positively contribute to their well-being and development. We respect the rights and cultures of local communities, collaborating with them in a manner that promotes inclusivity, respect, and mutual benefits.
7. **Continuous Improvement:** We strive for continuous improvement in our human rights practices. We regularly assess our policies, procedures, and operations to identify areas for enhancement. We encourage feedback from our stakeholders and work diligently to address any human rights concerns raised.

Human Rights Due Diligence

We recognize the importance of respecting human rights and strive to integrate this commitment into every aspect of our operations. To ensure proactive identification and assessment of potential impacts and risks, we have developed a comprehensive company-wide due diligence process. This process involves conducting risk identification in our own operations, evaluating potential risks within our value chain and related activities, and assessing risks associated with new business relations such as mergers, acquisitions, and joint ventures. Additionally, we regularly perform systematic periodic reviews of our risk mapping to stay updated on potential issues. By implementing this robust due diligence process, we aim to mitigate risks, uphold human rights standards, and foster a responsible and sustainable business environment.

Code of Business Conduct (“COBC”): Our COBC sets forth our expectations for conducting business ethically and in compliance with laws in all areas we operate. The Mphasis COBC explicitly forbids violations of human rights and we encourage all employees and suppliers to conduct themselves responsibly. All employees and suppliers are subject to follow the COBC. Any violation may lead to disciplinary actions based on the severity of the incident and in some cases, may lead to legal actions. Employees who become aware of or who suspect violations of the COBC, company policies or law and regulations related to Mphasis business, are obligated to report such concerns through the various channels outlined in the COBC.

Training: Mphasis provides annual training to all of our employees based on our COBC. This is followed by an assessment to ensure, among other best practices, that all employees understand and abide by Mphasis’ stance on respecting human rights. All employees must complete this assessment. Failure to do so results in a negative impact on their annual appraisal rating.

Background Checks of Employees and Suppliers: Mphasis conducts background checks of both employees and suppliers to make certain that they abide by laws and regulations before hiring or engaging in business. We also contractually require suppliers to conduct background checks within their own organizations, of both employees and sub-contractors.

Ongoing Internal Reviews, Assessments, and Audits: Mphasis constantly encourages that any violations of the COBC, including human rights violations, be reported and escalated appropriately through the organization. From time to time, we conduct internal reviews, assessments, and audits of employee performance and supplier performance to ensure best practices are being followed.

Further information on our stance on Human Rights can be found in our [Code of Business Conduct](#), [Anti-Slavery Statement](#), [Modern Slavery Act Statement](#), [Mphasis Prevention of Sexual Harassment \(POSH\) Policy- India](#), [Mphasis Prevention of Sexual Harassment \(POSH\) Policy- US](#), [Global POSH Policy](#) and [Anti-Discrimination Policy](#)

Remediation: In the event of the occurrence of any human rights violations, the aggrieved party can raise their concern through the mechanism described in Mphasis' [Whistleblower Policy](#) and depending on the nature of the issue, concerns can be raised as per the company policies hosted at mphasis.com/home/corporate/investors.

In conclusion, our commitment to human rights is unwavering. We view human rights as much more than a legal obligation and more of a moral imperative. We are committed to continuously improving our practices in this area, through stakeholder engagement and addressing any human rights concerns that may arise. Together, we can contribute to a world where human rights are universally respected and every individual can thrive with dignity and equality.