

According to the UK Modern Slavery Act 2015, Modern Slavery can take many forms, including human trafficking, forced labor, servitude and slavery. The Modern Slavery campaign serves to end Modern Slavery by raising awareness of the issue and encouraging businesses to combat such activity within their enterprise and supply chain.

Mphasis Limited, and its subsidiaries, is committed to ensuring that there is no slavery or human trafficking taking place in its supply chain or in any part of its business. Respecting human rights and environmental laws is a priority within our enterprise. At Mphasis, we play an active role in employee and supplier development and have adopted various means to clearly communicate our expectations to all.

Due Diligence

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. Instead, we encourage all employees and suppliers to respect one another. All employees and suppliers are subject to follow the COBC policy and any violation may lead to verbal reprimand, termination from the company, termination of supplier contracts and in some cases, legal action. Employees who become aware of or who suspect violations of the COBC or company policy, law or regulation 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. If we discover negative findings, contrary to our organizational risk appetite or reputational appeal, we terminate further engagement.

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.

We take responsibility to address workplace issues such as working hours, child labor, forced labor, nondiscrimination, freedom of association, and health and safety. We encourage businesses through our supply chain to adopt and enforce similar policies in their own operations. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships; in implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our enterprise or supply chain.

Progress and Future Endeavors

Since the inception of the Mphasis Anti-Slavery initiative in 2016, Mphasis has: 1.) Expanded on its purchase order Terms and Conditions (T&Cs) to include Mphasis' zero tolerance stance on Modern Day Slavery and to require that all suppliers adopt the same position when doing business with Mphasis; 2.) Expanded on its supplier contracts to include clauses allowing for termination of agreements if a supplier engages in acts contrary to human rights; 3.) Expanded companywide trainings to include Modern Day Slavery training to all national and international employees.

Mphasis will continue spreading awareness and educating our staff and suppliers about the Modern Day Slavery campaign. We reiterate that any violations of human rights are not permitted in any Mphasis operations or that of our suppliers.

To know more about Prohibition of Slavery and Human Trafficking read the Code of Business Conduct policy.

Log on to: InQmi>HR Corner >Corporate Policies >Code of Business conduct>We honour Human Rights

How can you report violation?

Email – An email complaint can be sent to the Whistleblower Committee at **whistleblower@mphasis.com**

Written – A written complaint can be dropped into the Whistleblower **drop box** at your location. If you do not have a box at your location, please email to **whistleblower@mphasis.com**.

Telephone – A complaint can be left at the Whistleblower Hotline at **+91-80-4004-1992**

For Mphasis Limited

Sd/-

Nitin Rakesh
Chief Executive Officer & Executive Director