



COFORGE MODERN SLAVERY ACT 2015 STATEMENT 2025

Introduction

Modern slavery is a morally inexcusable act and a violation of fundamental human rights. Modern slavery can take various forms and is imposed on one person for another person's gain. At Coforge, we recognise our responsibility to combat slavery and human trafficking across our businesses as well as our business partners and business suppliers. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls aimed to ensuring slavery and human trafficking is not taking place anywhere in our businesses or supply chains (including slavery, servitude, forced, labour, exploitation and human trafficking).

This Statement complements and should be read in conjunction with our Code of Conduct.

https://www.coforge.com/sites/default/files/inline-files/Modern_Slavery_Act.pdf (Code) which details our standards of business ethics and practices which we expect to be observed, particularly in the areas of human rights and human dignity.

Our Business

Coforge is a global organisation which provides IT consulting and software services. The company offers product engineering, digital integration, digital services, intelligent automation, digital process automation, cloud & infrastructure management services, cyber security services, advance application engineering services and business process solutions. Additional information around Coforge's business can be found at <https://www.coforge.com/about-us>.

Our supply chain and corporate risk assessment

As a part of our due diligence, all our vendors and subcontractors for all client engagements and internal operations undergo screening for breaches of law including the Modern Slavery Act of 2015. Further, as part of our due diligence and to further assure compliance with the Modern Slavery Act 2015, we specifically require all vendors to recognize and comply as part of our standard form of vendor agreement. Coforge aims to ensure that sub-contractors adhere to our policies and governance processes. We work with partners who practise the same values and ethics that Coforge drives in business operations, and we share a commitment that ethics and integrity are fundamental and uncompromising elements of the way we conduct our business.

To ensure compliance, all our vendors are now required to certify annual compliance. Any unwilling vendor to share annual certification shall be provided with information on its obligations to comply before any formal engagement.

Supplier due diligence

Coforge builds a relationship of trust and integrity with each supplier within the supply chain. Our supplier selection and onboarding procedure includes due diligence on supplier's reputation including any risk of misconduct and unlawful activity.

Coforge performs due diligence on all prospective and new suppliers and for existing suppliers shall undergo annual compliance certification to ensure the standards are clearly communicated and acknowledged by our suppliers.

Awareness

Coforge drives campaigns within the organisation to ensure employees are aware about indicators of modern slavery and bring this to the notice of the management, where necessary. The campaign covers:

- Fundamental understanding of modern slavery and its impact.
- Identifier for potential cases of slavery or human trafficking.
- How employees can identify the signs of slavery and human trafficking.
- How employees can find more information on modern slavery.

As a part of our Whistle Blower Policy employees are encouraged to report any sincere concern or knowledge of any breach of law, including modern slavery violations within our business operations or supply chains.

Policies

Coforge strives to maintain high ethical standards in our business practices and currently has the following policies for identifying and preventing slavery and human trafficking in our operations.

- **Coforge Supplier Process**, which highlights and reiterates third party obligations to comply with modern slavery and human trafficking laws before internal procurement is able to retain any supplier.
- **Whistleblower Policy**, which provides a system for staff and external parties to report concerns about unacceptable conduct by Coforge or by our suppliers, including but not restricted to modern slavery practices.

Supplier Agreements

To strengthen compliance within our supply chain, Coforge has implemented anti-modern slavery requirements with all our new or renewed suppliers' agreements to acknowledge, represent and warrant that they effectively comply with the Modern Slavery Act 2015, including reporting any recognised Modern Slavery Act 2015 practices or issues. Each purchase order going forward includes a provision explicitly reminding all vendors of their obligation towards ongoing compliance.

Training

In 2022 Coforge UK launched its bespoke mandatory training module for all available employees. The training enables employees to:

- Understand the current impact of slavery both globally and in the UK
- Know how to recognise the signs of modern slavery
- Be aware of the actions Coforge UK is taking; and
- Be able to act, if necessary, to safeguard others

At the end of the training all employees must take a test to demonstrate awareness and understanding and need to secure a pass rate of 80% or over to be marked as completed. Awareness of this training is highlighted as part of our induction process, and the completion percentage is monitored annually to ensure a continual upward trajectory.

Control and measuring our performance

Coforge has described a set of key indicators and controls aimed at ensuring no cases of modern slavery in our organisation and supply chains. These includes:

- Modern slavery considerations are a part of supplier onboarding, and
- Taking appropriate actions where potential violation of Modern Slavery Act is identified.
- Mandatory annual staff training to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business

Coforge's procurement, compliance, legal and HR teams work collaboratively and in close consultation with business stakeholders to ensure consistent standards in our business processes.

As an organisation, we are committed to sincerely doing our part to eradicate modern slavery explicit to our customers, employees, suppliers and business partners through this statement and by continuing to update our policies, procedures and agreements.



John Speight
Executive Director / EU GEO Business Leader
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