



MASTEK (UK) LIMITED, STATEMENT ON MODERN SLAVERY FOR 2018

This is the Modern Slavery statement for Mastek (UK) Limited for the financial year ending 31st March 2018.

Modern slavery in all its forms is a crime and we will not tolerate any such activities within our operations or our supply chain. We are committed to eliminating modern slavery and we continue to improve our business practices to ensure that everyone who works for Mastek benefits from a working environment in which their fundamental rights and freedoms are respected and that anyone we do business with also upholds these principles.

The information in this statement identifies policies, processes and actions we have taken and continue to take to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business.

Mastek (UK) Limited and our Supply Chain

Mastek (UK) Limited (**MastekUK**) is a wholly-owned subsidiary of Mastek Limited, a publicly listed company registered in India. MastekUK's business is the provision of enterprise software services and the main business asset is human resources. In order to provide its services, MastekUK often calls upon the skilled human resources of its parent company under a service agreement arrangement. These skilled resources may travel to the UK on work permits and may also provide services from Mastek's development centres in India. MastekUK also recruits staff from the local UK market and from other countries.

We seek to partner with suppliers who uphold the Mastek Values and our high standards of social, environmental and ethical conduct providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically, and using environmentally responsible practices where practicable. Mastek Limited's procurement team assists MastekUK with many supplier engagements and MastekUK also procures goods and services from the local UK market. Both Mastek Limited and MastekUK continually seek to improve the procurement process and each of them assess the suitability of suppliers and ensure the relevant due diligence checks are conducted. We also ensure we have in place suitable terms and conditions of supply with all our preferred and other suppliers.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Business Conduct and Ethics Policy, the Code of Conduct - Modern Day Slavery, and our Whistleblowing Policy each reflect our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

These policies apply to both MastekUK and Mastek Limited and are available to all employees via our intranet site. The policies are managed by relevant functional heads and reporting processes support the escalation of policy issues to senior management.

Assessment of Slavery and Human Trafficking Risks



The majority of MastekUK's assets and operations are people-related and fall into two categories:

1. MastekUK's own employees, and
2. Agency or contract staff, the numbers of which fluctuate depending on demand.

The main risks of slavery and human trafficking therefore exist either internally, within Mastek Limited and MastekUK's hiring and employee management processes and externally, in the arrangements between agencies and their staff. Management and staff can report risks through our corporate risk assessment and reporting process.

Our other business activities are minor by comparison and include the procurement of property leases, third party software, computer hardware and office equipment and services. It is our view that the risks of slavery and human trafficking in these supply chains are low.

Plans for 2018/19

Over the next 12 months we will continue to improve our processes and procedures and to strengthen our approach to reducing the risk of modern day slavery in our business and supply chains. Specifically, we plan to:

- Roll out training to relevant staff to make them aware of the Act and associated due diligence processes we have in place;
- Re-assess and enhance our Supplier due diligence checks;
- Review our company procurement processes.

Board approval

This statement is made pursuant to section 54(1) of the Act, has been approved by the Board of Directors of Mastek (UK) Limited and will be updated annually in line with the Act's reporting requirements.

A handwritten signature in blue ink that reads "Prahlad Koti".

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Mr. Prahlad Koti

Managing Director
Mastek (UK) Limited