



ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

TAVANT TECHNOLOGIES PVT LTD.

6th Floor, City Gate East, Toll House Hill, Nottingham, Nottinghamshire, NG1 5FS



Anti-slavery and human trafficking statement

1: Opening statement from senior management

Tavant Technologies Pvt Ltd is committed to preventing acts of modern slavery and human trafficking from occurring within its business. We take our responsibility in the protection of fundamental human rights and the elimination of modern slavery by ensuring that slavery, human trafficking and child labour has no place in our business. We are committed to ensuring that our employees, workers and contractors are treated fairly and that their human rights are respected and that they feel confident that they can expose wrongdoing without any risks to themselves.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

2: Structure of the organisation

Tavant Technologies Pvt Ltd is an international firm providing digital products, IT solutions and IT services. It is 100% subsidiary of Tavant Technologies, Inc based out in Santa Clara, USA and employs 2,500+ people worldwide and has business operations in seven countries. To find out more about the nature of our business, please visit www.tavent.com.

3: Policies

We are dedicated to maintaining a fair and ethical workplace for our staff, Customers, contractors and suppliers.

As part of our commitment to combating modern slavery, we also have the following policies:

- a. Anti- Harassment & Bullying Policy
- b. Anti-Corruption and Bribery Policy
- c. Whistleblowing policy
- d. Grievance Procedure
- e. General employment practices – immigration law
- f. General employment practices – Hiring Minors
- g. Workplace violence prevention.

4: Due diligence

We expect all of our Customers, contractors, suppliers and other business partners to adopt the same high standards we have to preventing modern slavery.

Our key suppliers are global technology companies, and we have ensured that our key suppliers have a modern slavery statement in place and are therefore aware and actively preventing modern slavery in their workplaces.

We ensure whistleblowers are protected through our whistleblowing policy and procedure and feel able to notify us of any concerns internally or from suppliers they come into contact with.

5: Risk and compliance

Tavant Technologies Ltd regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain.

We recognise that we operate with suppliers who have a global complex operation and have identified a potential risk may be with those who supply goods or services to our suppliers. We therefore expect our suppliers to be adhering to their modern slavery statements.

We will not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with modern slavery practices or the Suppliers own policies we will immediately seek to terminate our relationship with the relevant supplier.

6: Training and Culture

We are dedicated to maintaining a fair and ethical workplace for all of our staff.

It is important to us that our colleagues are aware of the issues surrounding modern slavery and support the firms values. We therefore intend to include modern slavery within the staff handbook for all employees as well as ensure our procurement, audit, legal and HR departments, as well as senior leadership team will have undergone mandatory training by the end of 2021/2022 financial year.

7: Further actions

We will continue to strengthen our approach to managing risk of modern day slavery within our business and supply chains and maintain our expectations of employees to treat people fairly, equally, lawfully and to raise concerns about the treatment of people.

8: Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Tavant Technologies Ltd's slavery and human trafficking statement for the financial year commencing 2021 and ending 2022.

This statement was approved by
Signature:



Sesha Devana

Director/CFO

Tavant Technologies Pvt Ltd

July 1st, 2021