



THE ZENSAR TECHNOLOGIES GROUP OF COMPANIES – MODERN SLAVERY STATEMENT FOR 2025

INTRODUCTION FROM Mr. Manish Tandon and Mr. Chaitanya Rajebahadur

This is a joint statement, published on behalf of Zensar Technologies Limited and Zensar Technologies (UK) Limited (the “Organisation”).

Zensar Technologies (UK) Limited recognises that it meets the criteria outlined by the UK Government in order to have to produce an annual modern slavery statement and takes responsibility for this.

The information included in the statement refers to the financial year ending 31st March 2025.

As an organisation, Zensar Technologies (UK) Limited is committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

This statement outlines the steps we have taken in the past year, as well as our priorities for the year ahead, to strengthen our controls and maintain our zero-tolerance approach.

OUR BUSINESS AND ORGANISATION STRUCTURE

Zensar Technologies (UK) Limited is under the parent company, Zensar Technologies Limited, based in Pune, India. Zensar Technologies Limited forms part of the RPG Enterprises Group.

The Organisation is controlled by a Board of Executive and Non-Executive Directors.

Zensar Technologies (UK) Limited is based in London, United Kingdom. The registered address is 45 Folgate Street, Spitalfields, Moorgate, London, United Kingdom, E1 6GL.

Zensar Technologies (UK) Limited employees approximately 400 staff.

The main activity carried out by the Organisation is IT services and consulting. We conceptualise, build, and manage digital products that are customer-centric and future-ready for leading companies, harnessing the power of experience design, data engineering, and advanced analytics. Demand for our services is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom, as listed above, as well as abroad, namely in Austria, Germany, Poland, Republic of Ireland, Switzerland and The Netherlands.

Further information is available about the Organisation on www.zensar.com.



DEFINITIONS

The Organisation understands that modern slavery is wide-reaching, and encompasses the following in relation to work and employment:

- Human trafficking
- Debt bondage
- Criminal or sexual exploitation
- Forced or compulsory labour under threat or coercion
- Control of individuals through mental or physical abuse
- Dehumanisation, treating individuals as property or commodities
- Restricting freedom of movement

We recognise that these practices can occur in any industry or country, and we remain vigilant in identifying and addressing risks.

SUPPLY CHAIN

The primary suppliers in our supply chain are third party companies and Zensar group companies that supply Zensar Technologies (UK) Limited with resources.

Providing IT and consultancy services, the Organisation recognises that whilst it does not have a clear and direct supply chain of goods and materials it uses in the production of its' services, it does purchase goods and services from suppliers that indirectly support the running of the business.

Other suppliers within our supply chain include hardware and software suppliers, office facilities suppliers, infrastructure suppliers, travel, hospitality services suppliers, cleaning service suppliers, and suppliers of furniture and equipment used in our offices.

POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of modern slavery and human trafficking to exist in its procurement and purchasing of goods that are used internally.

The Organisation also recognises the risk of modern slavery in its' recruitment practices, and to combat this we always conduct full and proper checks to ensure that all candidates, whether from the UK or overseas, have the right to work.

In general, the Organisation considers its risk level of exposure to modern slavery and human trafficking to be relatively limited, due to the nature of the services it provides which does not require raw materials.

Nonetheless, we are committed to taking steps to ensure that such practices do not take place within the business nor the business of any organisation we supply our services to. The Organisation does not enter into business with suppliers or clients who knowingly support or involve themselves in modern slavery or human trafficking.

COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.



Zensar Technologies (UK) Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees. This includes paying at least the National Minimum Wage and allowing employees ample rest time in line with the Working Time Directive.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Our policies that support this commitment include:

- Employee Code of Conduct
- Recruitment Policy (under review to incorporate explicit modern slavery safeguards)
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy
- Equal Opportunities and Human Rights Policy
- Corporate Social Responsibility Policy

These policies are accessible to staff, form part of induction materials, and are reviewed periodically.

Our vision is to foster happiness and well-being of people and communities, thereby enabling them to realise their full potential. Our mission is to build empowered communities and foster the agency of individuals to lead and subsequently enable social transformation, and our values are to help people live with dignity, equality, empathy, integrity, freedom, and creativity – and lend wings to their dreams.

We view our policy on slavery and human trafficking as an extension of these duties to conduct our business in an ethical and socially responsible way. Modern slavery falls under our Equal Opportunities Policy and Code of Corporate Governance and Ethics. The Organisation also introduced an Anti-Slavery Policy, which reinforces our aim to outlaw slavery across our business.

SUPPLIER ADHERENCE TO OUR VALUES

We expect all suppliers and contractors to share our zero-tolerance approach. To that end:

- All suppliers must sign our Supplier Code of Conduct, which includes a specific compliance statement under the Modern Slavery Act.
- We have not, to our knowledge, conducted business with any organisation found to have breached modern slavery laws.
- We maintain a dedicated reporting channel for suppliers and employees to raise concerns.

STEPS TAKEN IN THE FINANCIAL YEAR 2024 - 2025

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery did not take place, during the previous financial year

- Ensured all employees and workers are engaged under UK-compliant employment terms.
- Conducted monthly payroll audits to monitor wage compliance.
- Carried out right-to-work checks prior to employment.
- Maintained our modern slavery and whistleblowing policies and reporting mechanisms.
- Required all new suppliers to sign our Supplier Code of Conduct confirming compliance with the Modern Slavery Act.



- Identified and shortlisted external training modules on modern slavery awareness for employees in higher-risk functions (procurement, HR, supplier management).

STEPS PLANNED FOR THE NEXT FINANCIAL YEAR (2025 - 2026)

The Organisation will continue with the above actions completed in the previous financial year. Looking forward, we will:

- Roll out a risk-based assessment tool for all new suppliers, and progressively apply it to existing suppliers.
- Finalise and implement a UK-specific Supplier Code of Conduct.
- Launch targeted training sessions for staff in procurement and supplier engagement.
- Introduce an e-learning module for all employees to raise general awareness of modern slavery.
- Require suppliers to annually confirm compliance with our anti-slavery expectations.
- Publish at least one internal communication or intranet update annually to remind staff of reporting routes and responsibilities.

OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY AND HUMAN TRAFFICKING

We assess the effectiveness of our measures through the following KPIs:

- All concerns logged under the reporting procedure are reviewed and resolved within defined timescales.
- Completion rates of both targeted training and the new e-learning course will be tracked, with full rollout by 31 March 2026.
- Risk assessments for all new suppliers, and progressively for existing suppliers, will be monitored and completion tracked.
- Policies supporting anti-slavery compliance remain active, accessible, and periodically reviewed.

ACKNOWLEDGEMENT

This statement is made by Zensar Technologies (UK) Limited, also covering Foolproof Limited (a subsidiary of Zensar Technologies (UK) Limited), in pursuance of Section 54(1) of the Modern Slavery Act 2015 and reflects Organisation's ongoing commitment to tackling modern slavery and human trafficking. The statement has been approved by the Board of Directors and will be reviewed and updated annually.

Signed by a Director of Zensar Technologies Limited:

Signed:		Name:	Mr. Manish Tandon
Position:	CEO & Managing Director	Date:	29/09/2025

Signed by a Director of Zensar Technologies (UK) Limited:

Signed:		Name:	Mr. Chaitanya Rajebahadur
Position:	Executive Vice President & Head – Digital and Studios	Date:	29/09/2025