

## **INTRODUCTION**

Aspire Systems (India) Pvt Ltd (“Aspire”) 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. 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 that modern slavery is not taking place anywhere in our own business.

We are also committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery, consistent with our disclosure obligations under the Modern Slavery Act, 2015. We expect the same high standards from all our contractors, suppliers and other business partners, and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

## **OUR BUSINESS AND ORGANISATION STRUCTURE**

Aspire Systems (India) Pvt Ltd is in the business of providing information technology consultancy services and software development solutions. Aspire operates a branch office in the UK under the name Aspire Systems UK. Aspire is part of a group comprising multiple global technology service providers that serves as a trusted technology partner for clients across the US, UK, LATAM, Europe, Middle East, India, and Asia Pacific regions. The group has a strong nearshore presence in Poland and Mexico. With 28 years of experience in the sector, we collaborate with customers across various industries as well as independent software vendors.

## **OUR SUPPLY CHAINS**

The primary suppliers in our supply chain are third-party companies. These companies supply us with labour and computer systems/hardware/software. Other suppliers within our supply chain include service providers of equipment and other miscellaneous services such as janitorial, pantry consumable etc.

## **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 Modern (Anti) Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We have considered the identity, size and nature of our suppliers and the nature and size of our business. We have assessed that both our business and that of our suppliers are very low risk from the point of view of slavery and modern trafficking.

We operate an approved supplier list, monitored and controlled by our Head of Purchase & Facilities. This helps to ensure that only suppliers meet our required compliance standards, which reduces the risk of any slavery and / or human trafficking in our supply chains.

### **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chain and contractors comply with our values and ethics, we have a dedicated compliance team for this. Our remit is to ensure that all our business partners comply with the high standards which we set for ourselves and ensure that their own organisations and supply teams are free from slavery and human trafficking.

The team will seek to monitor any risk areas and encourage anyone to report any concerns regarding supplier activities.

### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide our principals, employees and workers with a copy of the modern slavery policy and encourage them to report any concerns to their manager.

### **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Information provided from preferred suppliers.
- Any concerns raised by our principals, employees or workers.

### **FURTHER STEPS**

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains. We will continue to improve our processes and continue to encourage our principals and staff to report any concerns they have.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2025.

  
Signed by \_\_\_\_\_.

<b>Name: Dinesh Kumar T. K.</b>	
<b>Position: Vice President - Human Resources</b>	<b>Date: 13<sup>th</sup> May 2025</b>