

# Modern Slavery Act Declaration

## About Us

MINDVERSE CONSULTING SERVICES is an IT Technology company providing requirements and technology management, design, analysis and assessment services to a wide range of industrial and governmental customers around the world. Our holistic approach to problem solving is based on developing and maintaining a leading-edge capability in technologies and methods that aims to give our clients the most appropriate solution to address their needs. We aspire to be known and respected for our integrity and for providing independent, impartial advice of the highest quality that delivers business value.

## Our Policies on Slavery and Human Trafficking

We aim to be the best in the eyes of our clients and our people, which means we are committed to ensuring that there is a zero tolerance policy on modern slavery and human trafficking in our supply chains or any part of our business. Our Code of Business Conduct reflects our commitment to acting ethically and with integrity, ensuring all our business relationships are built on these foundations. It underpins our commitment to implementing and enforcing effective systems and controls to certify that slavery and/or human trafficking is not taking place anywhere in our supply chains or in our business.

## Due Diligence Processes

As a company, we undertake appropriate and thorough background checks on all potential employees. Such diligence is not restricted to just our staff however, and extends to our suppliers and work partners. We have a Due Diligence Process for screening suppliers in which suppliers are asked to complete a questionnaire and confirm compliance without Code of Business Conduct.

## Assessing and Managing Risk

We have recognized that we must combat the risk of modern slavery not just within the company itself, but also within our supply chains. Because of this, those suppliers that we have dealings with (for example our cleaning contractors) and our associates must either provide evidence of their own policies to combat modern slavery or agree to a contractual clause confirming their compliance with the relevant legislation.

## Performance Indicators

Due to our robust assessment procedures, we have not had any incidents of modern slavery occurring within our business or reported within any of our supply chains. Nonetheless, as a company we remain vigilant against any signs of modern slavery in any form. Both employees and suppliers are under a duty to report any incidents of modern slavery to us so that such matters can be thoroughly investigated should they occur. Our employees are protected when making such a report as we have Whistleblowing Policies covering our UK and Indian staff.

## Training For Staff

Our Code of Business Conduct is communicated to staff upon joining the company and regularly thereafter. Our standard terms and conditions require suppliers to confirm their agreement to follow our Supplier Code of Conduct each time they enter into an agreement with the company on our terms.

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We understand that our reputation and good name are two of our greatest assets, which could easily be tarnished by actual or suspected corrupt or unethical behaviors.

Copies of our relevant Codes of Conduct and Policies can be obtained upon request. Please visit our website for details.

This statement is made pursuant to the United Kingdom's Modern Slavery Act (2015), and the relevant laws within India.

for **MINDVERSE CONSULTING SERVICES (P) LIMITED & MINDVERSE CONSULTING SERVICES LIMITED**



**Director**

**(Shaibal Majumder)**

20<sup>th</sup> January 2020