

**SAILOTECH UK LTD.**  
**MODERN-DAY SLAVERY ACT**  
**POLICY 2015**

<b>Version</b>	<b>1.00</b>
<b>Date of Issue</b>	<b>18/08/2023</b>
<b>Date of Next Review</b>	<b>17/08/2024</b>
<b>Expiry Date</b>	<b>Not Applicable</b>

## MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT

Sailotech UK Ltd. recognizes that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Company provides technology enabled business process and customer management services and professional services to a mixture of private and public clients. We have an employee base of 250 and predominantly operate from three core countries, of which the majority of staff are based in the UK. The remainder are in India and UAE. We are not a manufacturer or handler of raw materials.

And likewise we have a multi-disciplined supply chain to support us through the different aspects and provisions of our business.

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy Statement 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 slavery and human trafficking is not taking place anywhere in our supply chains.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Management System, compliant with the requirements of ISO 9001:2008. The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the management to ensure its continuing suitability and relevance to the company activities

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-

- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
  - Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
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- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

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 training to relevant members of staff.

We use the following key performance indicators (KPIs) 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:

- Completion of Audits by Directors, Managers and Quality Advisors;
- Use of payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement.

For transparency the company will publish the Modern-Day Slavery & Trafficking Act 2015 Policy Statement on its website for the public, consumers and employees to view.

The Sailotech MD is the main board director with primary responsibility for implementing this statement within our wider framework for managing corporate responsibility and for reporting annually to the Group Board. We will update and issue this statement annually to confirm the actions taken to ensure that slavery and human trafficking is not taking place in our supply chain or own businesses.

**This policy applies to all those employed by Sailotech UK Limited.**

**For more information please contact: [marcom@sailotech.com](mailto:marcom@sailotech.com)**

This policy will be reviewed on an annual basis and its implementation is the responsibility of the MD.

**Approved by the Sailotech UK Limited**

**Date: 17 August'2023**

**Signature: *R. Rajshekhar***

**Rajshekhar Kondragunta**

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