



Let's Solve

Anti-Slavery and Human Trafficking Statement for FY2018 Version 1.0

Modern Slavery Act, 2015 of UK



A Larsen & Toubro
Group Company

1. Preface

1. Larsen & Toubro Infotech Limited (NSE: LTI, BSE: 540005, 'LTI' or the 'Company') is a global technology consulting and digital solutions Company helping more than 300 clients succeed in a converging world. With operations in 29 countries, we go the extra mile for our clients and accelerate their digital transformation with LTI's Mosaic platform enabling their mobile, social, analytics, IoT and cloud journeys. Founded as a subsidiary of Larsen & Toubro Limited, our unique heritage gives us unrivalled real-world expertise to solve the most complex challenges of enterprises across all industries. Each day, our team of more than 24,000 LTI'ites enable our clients to improve the effectiveness of their business and technology operations, and deliver value to their customers, employees and shareholders.
2. The Company believes that compliance with regulatory laws has become a catalyst for Corporate Governance. LTI recognizes ethical conduct and compliance with regulatory requirements, in both business and internal dealings, as a part of transparent corporate governance. To strengthen such belief, the Company ensures that appropriate business policies, processes and adequate monitoring mechanisms are in place for adherence to all statutory obligations.
3. Pursuant to Section 54 (1) of the UK Modern Slavery Act 2015, any enterprise with a specified global turnover and carrying on business in any part of UK needs to publish an 'Anti-slavery and human trafficking statement' on its website, duly approved by the Board of Directors of the Company, for each financial year, disclosing the steps taken during the financial year for ensuring no slavery and human trafficking has taken/is taking place in the Company's business and any of its supply chain.
4. This statement sets out the steps that the Company will take to ensure that slavery and human trafficking is not taking place in any part of our business or in our supply chain.

2. How we define Modern Slavery

1. Reference to the slavery and human trafficking is based on the elucidations set out in conventions of International Labour Organization (ILO) related to forced or compulsory labour, UN Universal Declaration of Human Rights and The UK Modern Slavery Act, 2015.
2. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.
3. The Company is committed to act ethically and with integrity in all its business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in the Company's own business or in any of its supply chains.
4. The Company is also committed to ensure that there is a transparency in its own business and in its approach to tackle modern slavery throughout its supply chains, consis-

tent with its disclosure obligations under the Modern Slavery Act 2015. The Company expects the same high standards from all its contractors, suppliers and other business partners, and as part of its contracting processes, the Company expects that its suppliers will hold their own suppliers to the same high standards.

5. The Company maintains transparency in its business by complying with all the legal obligations and ensures that every employee is paid as per their written contract of employment and in accordance with the law.
6. The Company's Anti-Slavery and Human Trafficking Policy ('Policy') applies to all individuals working for or on behalf of the Company in any capacity, including an employee (including interns) at all levels, director, officer, worker, consultant, volunteer, supplier or service provider or in any other capacity not already mentioned. The Company reserves the right to amend the Policy any time.

3. Preventing slavery and human trafficking in our business and supply chain

1. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. We require all staff to avoid any activity that might lead to, or suggest, a breach of our policy.
 - The Management has overall responsibility to ensure the overall compliance by keeping appropriate checks on employees (including interns) at all levels, directors, officers, workers, consultants, volunteers, suppliers or service providers.
 - All the employees are required to read, understand and comply with the Anti-Slavery and Human Trafficking Policy.
 - All the employees need to undergo training on the subject provided by the Company.
 - The Company's suppliers are expected to adhere to the clauses related to slavery and human trafficking mentioned in their respective contracts and assess their own business as well as the business of their supply chain to comply with the legal obligation in relation to Modern Slavery by prohibiting slavery in any form.

4.0 Remedies for Breach

1. In case of failure to comply with the Anti-Slavery and Human Trafficking Policy, the Company reserves the right to take appropriate punitive actions as follows:
 - Breach of this Policy by employee may result in disciplinary action, including dismissal or termination of the contract between the parties and/or further legal steps being taken against the offending party.

- Breach of this Policy by any tier in the supply chain may result in the Company terminating the contract for services immediately and pursuing its legal remedies against the supplier concerned.
2. The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this Policy. The Company is committed to ensure that no person/s suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the Company's own business or in any of its supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.
 3. If any employee suspects or believes that the breach of this Policy has occurred while conducting business by the Company or in the supply chain in any form, they are required to notify the violation to HRCompliance@Intinfotech.com. Employees are also encouraged to send their suggestions and queries for the effective implementation of this policy to the above email id.
 4. If any violation is not addressed appropriately by the concerned stakeholders, an employee can notify the violation directly to WBIC@Intinfotech.com.
 5. If any LTI Agent or Business Partner becomes aware or suspects any violation under this Policy, the same can be immediately notified to SupplierRedressal@Intinfotech.com.

Sanjay Jalona
Chief Executive Officer & Managing Director
Larsen & Toubro Infotech Limited