



Modern Slavery Act Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 to confirm Cyient's commitment to ensuring that slavery and human trafficking do not exist in any part of its business or supply chain. This statement updates Cyient's prior statement through the financial year ending March 31, 2024. It has been approved by the Board of Directors of Cyient Europe Limited and signed by its Managing Director, John Renard.

Organisation Structure

Cyient Europe Limited is incorporated in the UK and operates throughout Europe. It is a wholly owned subsidiary of Cyient Ltd, a publicly-traded company listed on the Indian stock exchanges and headquartered in Hyderabad, India. This statement is made on behalf of Cyient Europe Limited and its parent, subsidiaries, and affiliated entities.

Our Business

Cyient is a leading global engineering, manufacturing, and digital technology solutions company. We are a Design, Build, and Maintain partner for leading organisations worldwide. We enable our customers across industries to apply technologies imaginatively to solve problems that matter and stay ahead of the curve. We are committed to designing tomorrow together with our stakeholders and being a culturally inclusive, socially responsible, and environmentally sustainable organisation.

Our Values

Cyient's commitment to our customers and Associates is guided by our core values: Fairness, Integrity, Respect, Sincerity, and Transparency. Cyient conducts its business in accordance with the highest ethical standards and adheres to all applicable employment, health and safety, and human rights laws. As such, it has established, implemented, and maintained an EOHS Management System in accordance with ISO 9001:2015, ISO 27001:2013, ISO 14001:2015, ISO 45001:2018 and TL 9000 certification standards.

Our Business Operations

Cyient opposes all forms of slavery and human trafficking, and we are diligent to ensure that these practices do not occur in our workplaces or supply chain. We employ ethical values and respect human rights, and our global employment and labour policies comply with employment laws and regulations, including wages and hours of work, and benefits in all jurisdictions where we operate.

Vendor Policy and Due Diligence

Cyient does not condone modern slavery practices in its supply base. Specifically, Cyient's Vendor Code of Business Ethics and Conduct requires all vendors to comply with our modern slavery policies in all respects. Further, the vendors are required to acknowledge their commitment to the same.

Reporting Mechanisms

In addition to the oversight of Cyient's operations, Cyient engages with its workforce and customers on-site to ensure that violations of law and human rights do not occur. There are reporting mechanisms available to Cyient Associates, its vendors and the vendors' employees and subcontractors to raise specific concerns - specifically through Cyient's anonymous, confidential and externally managed whistleblowing hotline. This resource can be used by associates and vendors to raise any issue, including issues relating to modern slavery and human trafficking, and it will provide them with guidance on how they should respond if they identify any suspicious activity.

Summary

Cyient considers the steps we undertake to be vigilant in compliance with the law and in furthering our commitment to ensure that modern slavery and human trafficking do not exist in our business environment. We are committed to continue monitoring this area with due vigilance and will respond accordingly to any changes in the level or nature of risks.



John Renard

Managing Director - Cyient Europe Ltd.