

TMOTIONS MODERN SLAVERY ACT 2015 STATEMENT 2022

Introduction

Modern slavery is a morally inexcusable act and a violation of fundamental human rights. Modern slavery can take various forms and is imposed on one person for another person's gain. At TMotions, we recognise our responsibility to combat slavery and human trafficking across our businesses as well as our business partners and business suppliers. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls aimed to ensuring slavery and human trafficking is not taking place anywhere in our businesses or supply chains (including slavery, servitude, forced, labour, exploitation and human trafficking).

Our Business

TMotions Global Limited is a global organisation which provides IT consulting and software services. The company offers digital transformation, bespoke application development, business intelligence solutions and support services. Additional information on TMotions' business can be found at <https://www.tmotions.com>

Risk assessment

As a part of our due diligence, all our vendors and subcontractors for all client engagements and internal operations undergo screening for breaches of law including the Modern Slavery Act of 2015. Further, as part of our due diligence and to further assure compliance with the Modern Slavery Act 2015, we specifically require all vendors to recognize and comply as part of our standard form of vendor agreement. TMotions aims to ensure that sub- contractors adhere to our policies and governance processes. We work with partners who practise the same values and ethics that TMotions drives in business operations, and we share a commitment that ethics and integrity are fundamental and uncompromising elements of the way we conduct our business.

Supplier due diligence

TMotions builds a relationship of trust and integrity with each supplier. Our supplier selection and onboarding procedure includes due diligence on supplier's reputation including any risk of misconduct and unlawful activity.

TMotions performs due diligence on all prospective and new suppliers and for existing suppliers shall undergo annual compliance certification to ensure the standards are clearly communicated and acknowledged by our suppliers.

Awareness

TMotions drives campaigns within the organisation to ensure employees are aware about indicators of modern slavery and bring this to the notice of the management, where necessary. The campaign covers fundamental understanding of modern slavery and its impact, identifier for potential cases of slavery or human trafficking and how employees can identify the signs of slavery and human trafficking and more information on modern slavery.

TMOTIONS MODERN SLAVERY ACT 2015 STATEMENT 2022

As a part of our policy employees are encouraged to report any sincere concern or knowledge of any breach of law, including modern slavery violations within our business operations or supply chains.

Supplier Agreements

To strengthen compliance within our supply chain, TMotions has implemented anti-modern slavery requirements with all our new or renewed suppliers' agreements to acknowledge, represent and warrant that they effectively comply with the Modern Slavery Act 2015, including reporting any recognised Modern Slavery Act 2015 practices or issues. Each purchase order going forward includes a provision explicitly reminding all vendors of their obligation towards ongoing compliance.

Control and measuring our performance

TMotions has described a set of key indicators and controls aimed to ensure no cases of modern slavery in our organisation. These includes:

- Modern slavery considerations are a part of supplier onboarding, and
- Taking appropriate actions where potential violation of Modern Slavery Act is identified.

TMotions's procurement, compliance, legal and HR teams work collaboratively and in close consultation with business stakeholders to ensure consistent standards in our business processes.

As an organisation, we are committed to sincerely doing our part to eradicate modern slavery explicit to our customers, employees, suppliers and business partners through this statement and by continuing to update our policies, procedures and agreements.



Aman Sood

Managing Director

Date: 2nd April 2022