TIERNEY IT Solutions – MODERN SLAVERY ACT STATEMENT

Modern Slavery Act in this era encompasses harassment by forced and mandatory labour, as well as human trafficking in company supply chains. "TIERNEY IT Solutions" and its subsidiary bodies in the United Kingdom for the fiscal year ending March 31, 2020, per Section 54 (1) of the UK Modern Slavery Act 2015; We are dedicated to upholding human rights and taking action to ensure that slavery and human trafficking do not exist within our company or supply chain.

OUR LINE OF BUSINESS

TIERNEY IT Solutions is a global pioneer in digital services and consulting for the next generation. Clients in 45 countries depend on us to help them manage their digital transformation. Our goal of earning the confidence of our stakeholders continues to motivate us. Client Value; Leadership by Example; Integrity and Transparency; Fairness and Excellence are the principles that direct our conduct, and they are referred to as C-LIFE.

As a responsible corporation, we assume that success is defined by behaviour that addresses all three dimensions of long-term performance: environmental, social, and economic. More details on our sustainable business results can be found in our Anniversary Reports and Sustainability Reports on http://tierney-it.co.uk/index.php

OUR PARTNERS IN SUPPLY

Our suppliers have been divided into three groups:

i. People Suppliers: This category includes our vendors that help our company and work on our campuses/client ventures.

ii. Service Providers: This category includes our vendors that offer critical services on our campuses (such as catering, food and beverage counters, transportation, and construction).

iii. Product Suppliers: This refers to the companies that provide us with goods (such as computer hardware, software, electrical and electronic appliances, furniture, heavy equipment, stationery, and so on).

PROCESSES AND POLICIES

In our business and across the supply chain we are signatory of the United Nations Global Compact and respect their principles. The Code of Conduct and Ethics and Provider Code, available on our web site http://tierney-it.co.uk/index.php, sets out what our employees and suppliers expect in the performance of our business operations worldwide.

Our core principles, mutual obligations, global commitments, and promises are all outlined in our Integrity Program. The Code demonstrates Infosys' adherence to ethical business practises. The Code's ethical backbone is our ideals. Additional legislation, such as the Anti-Harassment and Anti-Discrimination Policy and the implementation of the Human Rights Statement, complement the Code and help to ensure an equal opportunity environment free of discrimination and harassment. Our Whistle blower Policy provides a secure environment for our stakeholders to voice their complaints without fear of retaliation. In the same way, our Supplier Code, code of conduct outlines our standards of our suppliers, including those about forced labour.

To ensure the workplace that is free of prejudice, fair pay and benefits, and ethical dealings,

We do the following as part of our responsible supply chain efforts:

- Our suppliers must sign the Supplier Code of Conduct during onboarding.

- We demand that our suppliers follow local laws in their contracts. Standard contractual terms to require our suppliers to adhere to our stance on the environment. Slavery and workers trafficking are two issues that need to be addressed.

- We cultivate long-term partnerships with local vendors and create opportunities for them.

- We will also work to ensure that slavery and human trafficking are not practised by any of our supply chain business partners, and we will not tolerate such behaviour in any part of TIERNEY IT Solutions operations.

- We conduct routine audits of our people suppliers in India to ensure that they are no paying minimum wages and contributing to social welfare, as well as training them on the TIERNEY IT Solutions Code of Conduct. Our salaries are often higher than the minimum wage required by law. We ensure that our supply chains in non-India areas are verified to ensure compliance with local laws.

TRAINING

We provide training for specific members of our supply chain on the benefits they are entitled to as well as advance policies to ensure a high level of awareness of the risks of modern slavery and human trafficking in our supply chains and our business. We also request that our human resource suppliers educate their workers on their rights,

including those related to salaries, healthcare, and grievance redressal forums. We've also sent out a training module to our supply chain managers to raise awareness about modern slavery and human trafficking.

OUR PERFORMANCE IN THE FIGHT AGAINST SLAVERY AND HUMAN TRAFFICKING

To help us maintain our efforts and assess the success of the measures we've taken to eliminate modern slavery and human trafficking from our supply chains, we use the following main performance indicators:

• Collaborating with our suppliers to publicise and understand the Supplier Code of Conduct.
• Educating support workers on our Indian campuses about their rights, including those related to sexual assault.
• Internal assessments conducted regularly, with corrective steps taken.

Reviewing and taking corrective action on problems posed by our grievance resolution processes. We'll keep looking for new ways to raise employee and supplier awareness of Infosys' contribution to human rights and efforts to combat modern slavery and human trafficking.

Modern slavery is a complicated problem that necessitates continuing, changing, and ever-improving efforts.
We will continue to examine our internal processes to ensure that we are meeting our responsibilities under the Modern Slavery Act.

The Board of Directors of TIERNEY IT Solutions Limited accepted these statements in the year 2020.