

Anti-Slavery & Anti Human Trafficking Policy

Document Id	Wissen_HR_Anti Slavery and Anti Human Trafficking Policy		
Version No	2	Date	6 Dec 2023
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Document Amendment Record

A – Added, M – Modified, D – Deleted

S.No	Date	Version No.	Page No.	Change Mode (A/M/D)	Brief description of change
1	10 Jul2020	1.0			Initial Version
2	9 Dec 2021	1.0 (No Change Made)			Review of document for any updates
3	6 Dec 2023	2	6	A	Remediation Plan added

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1.0 Overview

Human Resources are a very important requirement for the company's operations. It is very essential to ensure that the right individuals are recruited into the company and are encouraged to contribute to the success of the company.

Wissen Infotech is an equal opportunity employer with a policy of giving everyone same opportunities for employment, pay, and promotion without discriminating against gender, religion, race or any other particular groups based on qualifications, merit, skills, experience etc., required for the job and business.

Wissen has in place a Code of Conduct and our Workplace Standards is modelled on International Human Rights Law and International Labour Rights Conventions, as per section 370 of the Indian Penal Code, 1860. Our Workplace Standards prohibits our Business Partners, Suppliers and others in chain from making our products/services "using forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise and ensure compliance with ISO 9001:2015 & ISO 27001:2013 CMMI L3 process areas. No employee shall be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views."

Wissen does not employ nor does it support the child labour and the minimum age of employment is 18 years or above and in compliance with Indian Majority Act, 1875. HR and recruitment team ensures absolute compliance of this policy with zero tolerance. Wissen strictly prohibits the use of forced labour and human trafficking in all company operations.

2.0 Scope

This policy applies to Wissen Infotech and all its suppliers, contractors and sub-contractors.

3.0 Anti-Slavery and Anti Human Trafficking Policy Statement

Wissen is committed to protecting human rights and prohibits all acts of human trafficking, slavery, bondage and forced labour throughout the organization, its businesses and suppliers. In pursuance with the Modern Slavery Act 2015, Wissen elucidates its initiatives to mitigate/eradicate modern slavery and human trafficking from its business and suppliers. This Statement sets out the steps that Wissen as an organization has taken to ensure that no form of slavery and human trafficking exists in its business or supply chain.

4.0 Organization Structure

Wissen is an end-to-end solution provider in Banking & Financial Services, Telecom, Healthcare, Manufacturing & Energy verticals and have successfully delivered \$650 million worth of projects for more than 20 of the Fortune 500 companies with more than 1400 highly skilled professionals.

5.0 Wissen Business

Wissen offers an array of services that includes Application Development, Artificial Intelligence & Machine Learning, Big Data & Analytics, Visualization & Business Intelligence, Robotic Process Automation, Cloud, Mobility, Agile & DevOps, Quality Assurance & Test Automation and Infrastructure Management. Wissen is uniquely positioned to help needs of companies in Building Enterprise Systems, implementing a Digital Strategy and Gaining Competitive Advantage with Business Transformation. Wissen's expertise in a wide range of technologies such as Artificial Intelligence, Machine Learning and Data Analytics helps companies make an informed decision and leverage the most appropriate technology for the problem. Wissen also offers services in ERP, Salesforce, E-Commerce and Production Support.

Wissen utilizes its multi-location facilities and industry standard processes, such as ISO 9001:2015, ISO 27001:2013, CMMI and GDPR to provide the 'best-in-class' cost-effective solutions that promise maximum returns on minimum IT spend.

6.0 Policy Statement

Wissen does not tolerate, engage in or support Human Trafficking, Forced Labor or Child Labor of any kind through its activities, including its suppliers, or assist its clients or any other party in doing so. Wissen respects its employees' rights to agree to terms and conditions of employment voluntarily without coercion, and freely terminate their employment on appropriate notice.

7.0 Risk Assessment

Wissen strictly adheres to and complies with all employment related laws, including laws related to working hours, wages, welfare and human rights. All employees related policies of Wissen are transparent and available for viewing to all our employees. We continually update and amend our policies to align it with global best practices and changes in relevant laws.

Wissen conducts Employee Satisfaction Surveys every year and ensures that all employee concerns are addressed. Employees are given opportunities to grow in their respective professions/ occupations. Wissen undertakes several employee benefit and welfare initiatives like health awareness, entertainment etc. in order to ensure that employees work in conducive and exploitation-free environment. In this

manner, Wissen has ensured that there is no scope for any instance of slavery, servitude or human trafficking.

8.0 Training and Awareness

Wissen conducts mandatory trainings to its employees at the time of joining and to all its suppliers at an early stage on anti-slavery and anti-human trafficking, specifically to identify such issues in the supply chain and respond in accordance with the applicable laws.

9.0 Building a Strong Supply Chain

Wissen requires its suppliers to ensure they work in alignment with applicable policies, laws and our values. We expect and ensure our business partners, suppliers and others in chain comply with all applicable regulations and legislation relating to working hours, wages, welfare, human rights.

All our business partners, suppliers and others in chain are expected to work in accordance with our ethos and approach with regards to health, safety, environmental and people development objectives. In this regard, we believe in supporting our suppliers through training at an early stage of our association.

10.0 Due Diligence Processes Against Modern Slavery and Human Trafficking

As part of its initiative to identify and eliminate any modern slavery Wissen –

- Operates in licensed premises strategically limited in geographical scope to ensure optimum control and supervision of the work environment.
- Strives to build long standing relationships with suppliers and customers to effectively communicate its business standards.
- Employs grievance redressal systems to encourage reporting of concerns and/or violations.

11.0 Remediation Plan

If Wissen identifies a case of modern slavery, forced labour or human trafficking in its supply chain, it will make all efforts to extract the worker from the job, contact the local NGO/regulatory agency who support the victims in rehabilitation. Wissen will maintain contact with the NGO to monitor the wellbeing of the individual and if viable, will support the worker in getting an alternate job.

If Wissen identifies a case of child labor in its supply chain, it will trace and contact the

guardians of the child worker, unite them with the child by sponsoring their tickets and subsequently the continued education of the child till completion of school.

12.0 Corporate Governance Framework

Wissen operates within an established corporate governance framework that is underpinned by our vision and values. A key function of our corporate governance framework is the identification, management and mitigation of risks meted out to the associates under the current working environment of Wissen. Wissen is dedicated to creating a fair and transparent work environment with mutual respect for all.