

MPHASIS LIMITED

Human Rights Statement

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Purpose and commitment:

Mphasis is committed to respecting and promoting internationally recognized human rights across all its operations and business relationships. We conduct business ethically and responsibly, upholding the dignity and rights of every individual. Our commitment aligns with applicable laws, regulations, the UN Guiding Principles on Business and Human Rights, the UN Global Compact principles, and ILO conventions. We strive to maintain a safe, inclusive, and respectful workplace for all employees and stakeholders. The organization has zero tolerance for discrimination, harassment, exploitation, and any form of abuse. We strictly prohibit forced labor, bonded labor, child labor, human trafficking, and modern slavery in any form. These principles apply to all employees, contractors, suppliers, and business partners across our value chain.

We expect our supply chain partners to adhere to the same ethical and human rights standards. Human rights considerations are integrated into our policies, decisions, and business practices. We promote fairness, equality, and mutual respect in all workplace interactions. Employees and partners are encouraged to uphold these principles in their daily activities. We support ethical labor practices and responsible business conduct throughout the organization. Any violation of this statement will be addressed through corrective and disciplinary action. Through this commitment, we reinforce our dedication to integrity, accountability, and respect for human rights. Our commitment to human rights is guided by the following principles:

Non-Discrimination

We uphold the principles of equal opportunity and nondiscrimination in all our employment practices, ensuring that no individual is treated unfairly or denied opportunities based on race, color, gender, sexual orientation, religion, national origin, age, disability, Lifestyle or any other protected characteristic.

Labor Standards

We adhere to internationally recognized labor standards, including the fundamental principles and rights at work as defined by the International Labor Organization (ILO). We respect freedom of association, collective bargaining rights, and strive to provide fair wages, reasonable working hours, and a safe and healthy work environment for all our employees. Currently, the Company does not have any employee/worker associations. However, Mphasis recognizes the right to freedom of association, subject to local laws and regulations, as long it does not violate the company's policies and mandates.

Child Labor and Forced Labor

We are committed to combating child labor and forced labor in all their forms. We prohibit the use of child labor and ensure that our employees are of legal working age as defined by applicable laws. We strictly condemn and prohibit any form of forced or compulsory labor, including debt bondage, human trafficking, modern slavery, servitude, verbal or any other form of harassment and physical punishment in Mphasis operations and operations of our suppliers. Mphasis has zero tolerance for slavery and human trafficking. We are compliant with the UK's Modern Slavery Act 2015 which prohibits Slavery and Human Trafficking. Basis on this, Mphasis has implemented a Modern Slavery Act Statement across the Company's operations.

Supply Chain Responsibility

The organization expects all suppliers, vendors, contractors, and business partners to uphold the same human rights and ethical standards outlined in this statement. Business partners must comply with all applicable labor, employment, and human rights laws and regulations. Suppliers are required to prohibit forced labor, child labor, human trafficking, and all forms of workplace exploitation. Safe and healthy working conditions must be provided for all employees within their operations. Ethical conduct, non-discrimination, and fair employment practices are expected across all supplier relationships.

Privacy and Data Protection

We are committed to protecting your privacy and our stakeholder's personal information in accordance with applicable data/privacy protection laws and our data privacy policies. We implement robust security measures to safeguard personal information against unauthorized or unlawful processing and/or against accidental loss, alteration, disclosure, or access thereto and ensure transparency and accountability in our data handling practices.

Community Engagement

We actively engage with the communities where we operate, seeking to positively contribute to their well-being and development. We respect the rights and cultures of local communities, collaborating with them in a manner that promotes inclusivity, respect, and mutual benefits.

Continuous Improvement

We strive for continuous improvement in our human rights practices. We regularly assess our policies, procedures, and operations to identify areas for enhancement. We encourage feedback from our stakeholders and work diligently to address any human rights concerns raised.

Human Rights Due Diligence

We recognize the importance of respecting human rights and strive to integrate this commitment into every aspect of our operations. To ensure proactive identification and assessment of potential impacts and risks, we have developed a comprehensive company-wide due diligence process. This process involves conducting risk identification in our own operations, evaluating potential risks within our value chain and related activities, and assessing risks associated with new business relations such as mergers, acquisitions, and joint ventures. Additionally, we regularly perform systematic periodic reviews of our risk mapping to stay updated on potential issues. By implementing this robust due diligence process, we aim to mitigate risks, uphold human rights standards, and foster a responsible and sustainable business environment.

Code of Business Conduct (“COBC”)

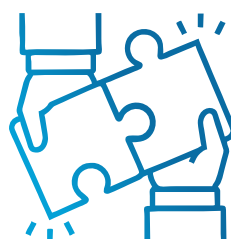
Our COBC sets forth our expectations for conducting business ethically and in compliance with laws in all areas we operate. The Mphasis COBC explicitly forbids violations of human rights, and we encourage all employees and suppliers to conduct themselves responsibly. All employees and suppliers are subject to follow the COBC. Any violation may lead to disciplinary actions based on the severity of the incident and in some cases, may lead to legal actions. Employees who become aware of or who suspect violations of the COBC, company policies or law and regulations related to Mphasis business, are obligated to report such concerns through the various channels outlined in the COBC.

Training

Mphasis provides annual training to all our employees based on our COBC. This is followed by an assessment to ensure, among other best practices, that all employees understand and abide by Mphasis’ stance on respecting human rights. All employees must complete this assessment. Failure to do so results in a negative impact on their annual appraisal rating.

Background Checks of Employees and Suppliers

Mphasis conducts background checks of both employees and suppliers to make certain that they abide by laws and regulations before hiring or engaging in business. We also contractually require suppliers to conduct background checks within their own organizations, of both employees and sub-contractors.



Ongoing Internal Reviews, Assessments, and Audits

Mphasis constantly encourages that any violations of the COBC, including human rights violations, be reported and escalated appropriately through the organization. From time to time, we conduct internal reviews, assessments, and audits of employee performance and supplier performance to ensure best practices are being followed.

Grievance Mechanism

We have embedded our human rights commitments across all relevant policies, processes, and operational guidelines at Mphasis to ensure consistent implementation throughout our business operations. These standards are reinforced through structured training and awareness programs designed to strengthen internal understanding of ethical conduct, human rights, and responsible business practices. We believe that an informed and empowered workforce is fundamental to identifying concerns early, encouraging open dialogue, and driving continuous improvement. Mphasis has established a robust grievance mechanism that provides all employees, suppliers, customers, and other stakeholders with secure, accessible, and 24x7 channels to raise concerns. The mechanism enables individuals to report grievances confidentially and, where preferred, anonymously, without fear of retaliation. All complaints are treated with strict confidentiality, and the identity of the complainant is fully protected possible in line with applicable laws and company policies. The Company maintains a zero-tolerance approach toward retaliation against any individual who raises concern in good faith.

In the event of any suspected or actual human rights violations, the aggrieved party may raise their concern through the channels outlined in Mphasis' [Whistleblower Policy](#). Depending on the nature of the issue, concerns may also be reported in accordance with the relevant company policies available on the Mphasis corporate website (mphasis.com/home/corporate/investors). Additionally, any complaint regarding POSH can be raised on posh@mphasis.com.

All reported grievances are reviewed promptly, investigated in a fair and impartial manner, and addressed through appropriate corrective and remedial actions. Mphasis remains committed to ensuring accountability, transparency, and timely resolution of all grievances raised through its established mechanisms.



Remediation

Where a grievance or human rights concern is substantiated, Mphasis is committed to undertaking appropriate and proportionate remediation measures. These may include corrective actions to address the immediate impact, disciplinary measures where misconduct is identified, policy or process enhancements to prevent recurrence, and engagement with affected stakeholders to ensure fair resolution. Remediation efforts are guided by principles of fairness, confidentiality, non-retaliation, and alignment with applicable laws and company policies, with a focus on restoring rights, addressing harm, and strengthening systemic safeguards where necessary.

Conclusion

Our commitment to human rights is unwavering. We view human rights as much more than a legal obligation and more of a moral imperative. We are committed to continuously improving our practices in this area, through stakeholder engagement and addressing any human rights concerns that may arise. Together, we can contribute to a world where human rights are universally respected, and every individual can thrive with dignity and equality.

Further information on our stance on Human Rights can be found in our:

- Code of Business Conduct
- Anti-slavery Statement
- Modern Slavery Act Statement
- Mphasis Prevention of Sexual Harassment (POSH) Policy- India
- Mphasis Prevention of Sexual Harassment (POSH) Policy- US
- Global POSH Policy
- Anti- Discrimination Policy.

Document Revision History

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01	R0	25 August 2023	Dhanraj	Initial version	Dnyan
02	R1	09 April 2026	Dhanraj	Added Grievance mechanism and remediation	Dnyan

