

DATAMATICS GLOBAL SERVICES LIMITED

MODERN SLAVERY STATEMENT

Datamatics Global Services Limited, its subsidiaries and joint ventures (hereinafter referred to as “We” or “Datamatics”) is publishing this Statement to disclose publicly the steps taken to tackle slavery, servitude, forced or compulsory labour and human trafficking.

We are committed to exhibit zero tolerance towards all facets of modern slavery, as elaborated under the Modern Slavery Act, 2015 UK and Commonwealth Modern Slavery Act, 2018, Australia guided by the UN Declaration of Human Rights and the conventions of the International Labour Organizations specified to forced or compulsory labour.

In pursuance of this, we publish this statement pursuant to Section 54(1) of the Modern Slavery Act 2015 and Section 3 and 12 of the Commonwealth Modern Slavery Act, 2018 (the “Act”) elucidating the initiatives undertaken to eradicate the slavery and/or human trafficking from our supply chain or in any part of our organization.

OUR STRUCTURE, BUSINESS AND SUPPLY CHAINS:

Datamatics is a Digital Technology, Operations, and Experiences company that provides intelligent solutions for data-driven businesses to increase productivity and enhance the customer experience. With a complete digital approach, Datamatics portfolio spans across Digital Technology Solutions, Business Process Management and Engineering Services powered by Artificial Intelligence.

Datamatics Global Services Limited (“DGSL”) is an Indian public limited company, listed on various Stock Exchanges in India, and has subsidiaries across geography with a workforce of more than 10,000.

DGSL business is primarily Information Technology services. Its business is very client centric and focused. DGSL does not manufacture any significant products.

OUR SUPPLY CHAIN

We have classified our suppliers into three major categories:

- Suppliers of People: This covers our contractors who work on client projects and support our business.
- Supplier of Services: This covers our partners who provide essential services (such as catering, food and beverage counters, transportation, etc.) on our offices.
- Supplier of Products: This covers our partners who supply products (such as IT hardware, software, electrical / electronic equipment, furniture, heavy equipment, stationery etc.) to us.

POLICIES AND PROCESSES:

Our Code of Conduct and Ethics which is available on our corporate website www.datamatics.com lay down the expectations that we have from our employees and suppliers in the conduct of business activities globally.

The Datamatics Code of Conduct & Ethics (“Code”) <https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Code-of-Fair-Disclosure-and-Conduct-Final-Policy.pdf> which is the foundation of our Compliance and Integrity Program, sets forth our core values, shared responsibilities, global commitments and promises. The Code expresses Datamatics’ commitment to conducting business ethically. Our values are the ethical backbone of the Code. The Code is supplemented by additional policies such as the Equal Employment, Diversity & Inclusion Policy that work to ensure an equal opportunity workplace free from discrimination or harassment including, forced labor, discrimination-free workplace, wages and benefits, ethical dealings. Our Whistleblower Policy provides our stakeholders with a safe process to raise concerns without fear of retaliation.

As part of our responsible supply chain efforts, we undertake the following:

- We insist, in our agreements, that our suppliers comply with local laws. In addition, we have updated our standard contractual terms to include obligations on our suppliers to comply with our position regarding anti-slavery and human trafficking. We build long-standing relationships with local suppliers and make clear our expectations of business behavior.
- We will also strive to ensure that slavery and human trafficking is not taking place within any of our supply chain business partners and will not tolerate such activities either within the supply chain or within any Part of Datamatics’ business.
- We audit our people suppliers in India at regular intervals for payment of minimum wages and social Security contributions and train them on the Datamatics Code of Conduct. Our payments are always above the stipulated minimum wages. In our non-India locations, we ensure checks to comply with the requirements of local law in our supply chains.
- We have systems in place to encourage the reporting of concerns and the protection of whistleblowers. The Whistleblower policy can be referred at <https://www.datamatics.com/hubfs/Investors/Corporate-Governance/Whistleblower-policy.pdf>

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING:

We use the following key performance indicators to help us sustain our efforts and measure the effectiveness of the steps undertaken to remove modern slavery and human trafficking from our supply chains:

- Providing information to support staff on our offices in India on their rights, including relating to sexual harassment.
- Periodic audits by our internal audit team along with remedial action.

Reviewing issues raised through our grievance redressal mechanisms and initiating corrective action. We will continue to identify ways to improve employee and supplier awareness of Datamatics commitment to respect human rights and efforts to prevent modern slavery and human trafficking.

CORPORATE GOVERNANCE FRAMEWORK:

We operate within an established and externally benchmarked 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 Datamatics. Datamatics is dedicated to creating a fair and transparent work environment with mutual respect for all.

Together, we can make an even bigger difference in upholding human rights!

Modern Slavery is a complex challenge which require ongoing, evolving and continually improving efforts. We will continue to review our internal processes to ensure that our obligations under the Modern Slavery legislations are met. This statement was approved by the Board of Director's of Datamatics Global Services Limited on May 21, 2026.

For Datamatics Global Services Limited

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Rahul Kanodia
Vice-Chairman & CEO