



## **POLICY FOR PROHIBITION ON HUMAN TRAFFICKING, FORCED LABOUR AND CHILD LABOUR**

### **Policy Statement.**

The purpose of this policy is to describe UIS-AZ MMC's commitments to comply with, and respect individuals' rights under, Human Trafficking, Forced Labour and Child Labour laws, and UIS-AZ MMC's employees' responsibilities to help UIS-AZ MMC comply with these laws.

UIS-AZ MMC and its employees do not

(a) tolerate, engage in or support Human Trafficking, Forced Labour or Child Labour of any kind through UIS-AZ MMC's activities, including in its supply chain, or

(b) assist UIS-AZ MMC's clients or any other party in doing so.

UIS-AZ MMC respects its employees' rights to agree to terms and conditions of employment voluntarily without coercion, and freely terminate their employment on appropriate notice.

UIS-AZ MMC may recover a portion of training or other employment costs incurred by UIS-AZ MMC from certain employees who leave within a defined period (subject to any local laws and international labour standards).

UIS-AZ MMC ensures that its employees are of legal working age for their position and complies with local laws for youth employment or student work, such as internships or apprenticeships.

Violations may lead to disciplinary action up to, and including, termination of employment. While UIS-AZ MMC retains discretion as to how to respond to any violation of this policy, any disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements.

If you have a concern about any issue that you believe (or suspect) may violate any law or violate Code of Business Ethics or this or any other UIS-AZ MMC policy, you have a right to speak up. You can always raise any concern, or ask for advice or support, through your line management (including, for example, your supervisor or an UIS-AZ MMC Leader) or other trusted advisors, other members of Human Resources, any member of the Legal Group, or the UIS-AZ MMC Business Ethics Helpline.

This Policy applies to all those who are directly controlled by UIS-AZ MMC and its activities.

**Business Head**

**Radheesh Balan**

**Date: 25-Jan-24**