



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.

This policy of UIS-AZ MMC is an expression of commitment and affirms the obligations and commitments that are inherent in organizations to uphold basic human values as per the ILO Declaration on Fundamental Principles and Rights at Work, namely:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour;
- the elimination of discrimination in respect of employment and occupation; and
- a safe and healthy working environment.

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, and will require company's Tier 1 suppliers to carry out Human Rights / Labour Rights due diligence in their supply chains for assurance that UIS-AZ's Tier 2 suppliers comply with and respect individuals' rights under, Human Trafficking, Forced Labour and Child Labour laws to uphold basic human values as per the ILO Declaration on Fundamental Principles and Rights at Work.

(b) assist UIS-AZ MMC's clients, vendors or any other stakeholders 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 and that workers under



15 years old are not hired directly or indirectly.

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.

Any Tier 1 vendors in UIS-AZ's supply chain who do not meet this criteria may be removed from the company's authorized vendor list, till such time that they can provide assurance that they carry out Human Rights / Labour Rights due diligence in their supply chains to ensure their suppliers comply with and respect individuals' rights under, Human Trafficking, Forced Labour and Child Labour laws to uphold basic human values as per the ILO Declaration on Fundamental Principles and Rights at Work.

If employees have a concern about any issue that they believe (or suspect) may violate any law or violate Code of Business Ethics or this or any other UIS-AZ MMC policy, they have a right to speak up.

Employees can always raise any concern, or ask for advice or support, even anonymously, through their line management (including, for example, their 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, its stakeholders and its activities.

Business Head

Radheesh Balan

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