

NIHILENT LIMITED-ANNUAL STATEMENT ON MODERN SLAVERY ACT, 2015 FOR THE PERIOD ENDED ON 31ST OF MARCH, 2021

OUR OBJECTIVE

Modern slavery is the illegal exploitation of people for personal or commercial gain and encompasses slavery, servitude, human trafficking and forced labour. Nihilent has a zero tolerance approach to any form of modern slavery and is committed to ensuring effective systems and restrictions are in place to protect against it.

We are committed to improving our practices to combat slavery and human trafficking. We are also committed to acting ethically and with integrity in all our business dealings and relationships and implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

OUR BUSINESS

Nihilent is a Global Consulting and Services Company. Using a human-centered approach for problem-solving and change management, Nihilent's comprehensive range of expertise in customer research, process and technology enables newer heights of business performance. Our drive for performance change is through Transformation, Innovation and Optimization. We use Design Thinking framework for innovation and problem solving.

Applying a comprehensive range of expertise in process and technology to facilitate business transformation. Our Business Transformation service partners with customers in successfully translating business strategies into definitive business results. We also committed towards Digital Transformation, Brand & Marketing Transformation, Platform and Technology transformation and Data Science and Analytics.

OUR ORGANISATION STRUCTURE

Nihilent Limited ("The Company") is headquartered in India and having its registered office situated at 403 and 404, 4th floor, Weikfield IT Citi Infopark, Nagar Road, Pune – 411 014.

In India, the Company is having its branch office at Chennai and Kolkata. The Company has overseas branches at South Africa, United Kingdom, Ireland and Sweden.

The Company has subsidiaries in USA, Australia and Nigeria.

RISK ANALYSIS ON SLAVERY AND HUMAN TRAFFICKING

We target to have modern slavery due diligence within our global supply chain. To this end, Suppliers are requested to provide details of their own practices and their supply chain in relation to modern slavery.

We are committed to ensure that there are no practices that promote or encourage modern slavery or human trafficking in our supply chains or in any part of our business

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We ensure that:

- Our employees follows the code of conduct, which sets out our commitment in ensuring that we all act and are treated ethically, fairly and with respect and dignity. We recognize that our employees' continuing success as individuals, colleagues and as a company depends on all of us treating each other with respect and upholding the highest professional and ethical standards.
- Prior to engaging employees, workers or contractors we try to ensure that they have NI, Social security or other statutorily recognized unique identification numbers (as applicable in the country of employment) and that they are eligible to work in the countries in which they are working and/or residing;

We have in place systems to Identify and assess potential risk areas in our supply chains in order to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Help employees understand how they should report suspected instances of modern slavery and child trafficking;
- Due diligence and review processes for our supplier onboarding procedures.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business. We have referred to our people the website modernslavery.co.uk to provide them with useful information on modern slavery and human trafficking, how to recognise the different types and how to report it along with details of a helpline. We are in the process of developing a training module to create awareness on modern slavery and human trafficking with our employees who manage the supply chain.

LOOKING AHEAD ON COMBATING SLAVERY AND HUMAN TRAFFICKING

Over the coming year and beyond, we plan to focus on the following:

- Adopting enhanced due diligence and review processes for our supplier onboarding procedures;
- Developing online training module on the indicators of modern slavery and human trafficking for all Nihilent employees;
- Continuing to evolve our antislavery approach and leveraging guidance from available best practices and experts where possible and appropriate.
- Reviewing and updating the supplier agreement and supplier code of conduct

We will continue to ensure that we comply with the statutory requirements.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.