



Conneqtion Consulting Pvt. Ltd. Slavery and Human Trafficking Statement for 2021

The following statement of Conneqtion Consulting Pvt. Ltd. and its applicable subsidiaries, and Branches responds to these requirements and outlines our efforts regarding Slavery and Human Trafficking during the year 2021.

Our business, organizational structure and supply chains

Conneqtion Consulting Pvt. Ltd. has been engaged in data integration and automation. Its experts work closely with clients to assess the state of their current systems, craft roadmaps to align business objectives and technology, introduce best practices, resolve potential issues, and co-create success.

We do not manufacture goods, operate factories or handle raw materials or commodities. Rather, we have extensive experience working with integration of diverse technology ecosystems and SaaS platforms, we have built reusable integrations and adapters. We help our customers drive tangible business value by creating unified, coherent IT infrastructures that are flexible, scalable, and future-proofed.

Therefore, the vast majority of Company's business inputs is people-centric. These people fall into:

- Conneqtion Group's own employees;
- Agency staff, the numbers of which fluctuate depending on demand.

In view of the above, the main risks of slavery and human trafficking reside internally within Conneqtion Group or externally in the arrangements between agencies and their staff.

Due Diligence processes

In order to maintain our ethical and responsible standards Conneqtion Consulting has conducted various activities to address the risk areas namely reviewing the contracts of the employees and agreements with the agencies and reviewing the payroll data Vis a Vis contract, to ensure salary payments are in line with contracts.

Grievances and remediation processes

We are committed to the protection and respect of human rights across our business. If we became aware of an incident of modern slavery in any of our supply chains, we would immediately investigate and, together with the relevant supplier, develop corrective action plans to resolve detected issues.

CONNEQTION CONSULTING PRIVATE LIMITED

5/54, L, NAVNIRMANNAGAR, NR VIJAYNAGAR,
AHMEDABAD, Ahmedabad, Gujarat, 380013



We have devised the mechanisms where employees and third parties can report any concerns regarding unethical or illegal conduct, including in relation to modern slavery or human trafficking. Employees can report to their manager, or if they wish to remain anonymous, employees and third parties are able to report conduct that could be viewed as dishonest, unethical or unlawful through our independently operated whistleblower system, via phone, email and we prohibits retaliation for raising such concerns.

In future reporting periods, we will continue to evolve our approach to deal with such issues, including development of external grievance procedures for third parties, which we will make available to our business partners or clients.

Conclusion

We strive to be an ethical company which believes in doing well by doing good for society. We are committed to continue and improve our efforts to identify and mitigate the risks of modern slavery and human trafficking from our business.

Approval By the Board of Directors

This statement has been approved by the Board of Directors of Conneqtion Consulting Private Limited on 04 January, 2022 and will be updated annually.

Lalaji Gajera
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Lalaji Gajera

Director

Conneqtion Consulting Pvt. Ltd.

04-01-2022

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