
Prevention of Modern Slavery Policy

		Revision History			
Ver No.	Date of Release	Author(s)	History of Changes	Reviewer	Approver
1.0	20-Sep-21	Mohan K – VP HR	First Baseline	Priya Venkatraman SVP-HR	Priya Venkatraman SVP-HR
2.0	20-Apr-23	Mohan K – VP HR	Updated the document according to ISO 27001:2022 standard	Priya Venkatraman SVP-HR	Priya Venkatraman SVP-HR
2.1	28-Feb-2024	Anand- HR TAG Manager	Added “Reviewer” column in Revision History	Senthil Kumar Mari AVP - TAG	Mahendran Dilli SVP-People Operations & RMG

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POLICY – Prevention of Modern Slavery Policy

1. Objective:

The objective of the Prevention of Modern Slavery Policy is to communicate clearly to all relevant stakeholders about our stand against all forms slavery, servitude, forced human trafficking. These actions have a common deprivation of person's liberty to exploit for personal or commercial gain and Indium is always against such actions.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

2. Scope of the policy

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives, and business partners. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

3. Responsibility for Implementation

The Recruitment Function at Indium has the overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Recruitment Function Head has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

4. Compliance with the policy

Everyone in the organization must ensure they you read, understand, and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

All employees / sub-contractors must notify their manager OR the Recruitment Function as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

All employees / sub-contractors are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of the business or the supply chains of any supplier tier at the earliest possible stage.

If anyone believes or suspects a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible.

5. Communication and Awareness of Policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed.

Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

6. Breach of Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

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