

Modern Slavery Statement

NTT DATA Business Solutions Limited (UK & I)

Financial Year: 1 April 2024 – 31 March 2025

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1. Introduction

NTT DATA Business Solutions Limited ("NDBS") is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognise our responsibility to uphold human rights and ensure ethical working conditions in accordance with the UK Modern Slavery Act 2015 (or relevant legislation).

2. Our Business and Supply Chain

NDBS operates in the areas of software, IT services and management consultancy with a global supply chain spanning multiple regions. We work closely with suppliers, partners, and stakeholders to maintain ethical practices and ensure fair labour standards.

3. Our Policies

We have implemented the following policies to reinforce our commitment to eradicating modern slavery by employing the following.

- Supplier Code of Conduct – Ensuring compliance with fair labour practices.
- Ethical Sourcing Policy – Prioritising responsible and sustainable procurement.
- Whistleblowing Policy – Encouraging reporting of any unethical or unlawful practices.
- Employee Training Programs – Educating staff on modern slavery risks and responsibilities.

4. Due Diligence and Risk Assessment

We conduct regular assessments to identify and mitigate risks related to modern slavery as show below.

- Supplier Audits – Conducting due diligence on high-risk suppliers.
- Third-Party Verification – Partnering with independent bodies to assess compliance.
- Risk Mapping – Identifying vulnerable areas within our operations and supply chain.

5. Sustainability and Ethical Commitments

As part of our broader commitment to sustainability, we integrate ethical sourcing and environmental responsibility into our procurement processes. Over the past year, we have done the following,

- limited scope, but work to increase our procurement of Fair Trade and responsibly sourced materials.

- Expanded partnerships with social enterprises that prioritise worker welfare.
- Implemented carbon reduction initiatives to enhance supply chain transparency.

6. Progress Since Our Last Statement

Since our last Modern Slavery Statement, we have achieved the following.

- Conducted 50% more supplier audits to improve compliance.
- Strengthened supplier onboarding procedures with enhanced background checks.
- Trained 85% of our workforce on human rights and ethical labour practices.
- Increased worker grievance mechanisms across key operational areas.

7. Future Actions

To continue our progress, we commit to the following actions.

- Enhancing real-time monitoring systems for supplier compliance.
- Developing new stakeholder engagement programs to promote ethical sourcing.
- Increasing supplier training sessions to reinforce labour rights and fair wages.

8. Approval

This statement has been approved by the Board of Directors and will be reviewed annually to ensure continued progress in our efforts to combat modern slavery.

This Modern Slavery and Human Trafficking Statement is published in line with section 54(1) Modern Slavery Act 2015 and is related to the financial year ending 31st March 2025.