



Cigniti

**The Modern Slavery Act
Transparency Statement 2023**



1. Introduction

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and in relation to Cigniti Technologies Inc and its subsidiary companies:

Company Name	Location	Type	Registration Number
Cigniti Technologies Limited	India	Holding Company	CIN-L72200AP1998PLC030081
Cigniti Technologies Inc.	USA	Subsidiary	EIN 47-1176261
Cigniti Technologies Canada Inc.	Canada	Subsidiary	BC 096 1832
Cigniti Technologies (UK) Ltd	UK	Subsidiary	0898 9957
Cigniti Technologies (Australia) Pty Ltd	Australia	Subsidiary	ABN - 22169616700
Gallop Solutions Private Limited	India	Subsidiary	CIN-U72400TG2005PTC045529
Cigniti Technologies Limited, Dubai Branch	Dubai	Overseas Branch	Trade License 3732
Cigniti Technologies Limited, SA Branch	SA	Overseas Branch	2015/451494/10
Cigniti Technologies (CZ) Limited	Czech Republic	Subsidiary	ID No. 109 86 731
Cigniti Technologies (SG) PTE. Ltd	Singapore	Subsidiary	UEN : 202115512Z
Cigniti Technologies CR Limitada	Costa Rica	Subsidiary	3102867514
Aparaa Digital Private Limited	India	Subsidiary	CINU72900TG2018PTC126824

Cigniti is committed to evolving our practices to combat slavery and human trafficking and encourage the same standards from our business partners and suppliers. No breaches of the Modern Slavery Act 2015 have previously been reported.

This statement has been approved by C V Subramanyam, the Chairman & MD of the supervisory board of Cigniti Technologies Limited.



2. Company Structure

Cigniti Technologies (www.cigniti.com) is a global leader in providing AI-driven, IP-led strategic digital assurance, software quality engineering, software testing, automation and consulting services. The AI-led digital engineering services of Cigniti covers Data engineering services, Software product and Digital platform engineering, AI and ML engineering services and Blockchain development.

Cigniti's 3,900+ experienced professionals are spread across US, UK, India, Australia, Dubai, South Africa, Singapore, Czech Republic and Canada. Cigniti was the world's first Independent Software Testing Services Company appraised at CMMI-SVC v2.0, Maturity Level 5, CMMI-DEV v2.0, Maturity Level 3 and is certified for ISO 9001:2015, ISO 27001:2013, ISO 13485:2016, ISO 45001:2018, bizSAFE Level 3, Social Value Quality Mark Level 1, Cyber Essentials Plus along with compliance towards System and Organization Controls (SOC) reports and the General Data Protection Regulation (GDPR). Cigniti offers services including Digital Assurance, Digital Engineering, Enterprise Application Assurance, Advisory and Transformation Services, Great Place to Work and many more.

With a vision to be the world-wide leader in AI and IP-Led Digital Assurance services, Cigniti is firming up its manifestation to evolve as a focused Digital Engineering services company as well without compromising on its foundational principle of being a Quality-First company, which will always continue to be in every facet of its business.

3. Company Values

The 3C's that represent Cigniti's Values - Character, Competence, and Commitment are a reflection of the Cigniti Spirit and are instrumental to shape the success of our organization.

Character: We believe that honesty, integrity, ethical, and respectful behavior are fundamental to a productive and engaged workplace. The strong relationships with our employees, clients, and stakeholders manifest our diligence towards holding high these virtues thus demonstrating adherence to the highest standards of professionalism and accountability in all of our operations. We have also prioritized transparency and open communication with all stakeholders to ensure that our actions align with our values.

Competence: We continue to strive towards building our employee capabilities by recruiting and retaining a highly skilled and experienced talent pool who are passionate about our mission. Every individual is a champion of knowledge, expertise, creativity, boundless imagination, and hard work. This has enabled us to deliver high-quality services and make a significant impact on the lives of the clients we serve.

Commitment: Our organization is committed to making a positive difference in the communities we serve. Against all odds we continue to serve our beneficiaries, leveraging innovative strategies and partnerships to ensure that our programs are accessible and effective. Showcasing our deep commitment to our mission, going above and beyond to deliver results and create positive change in the lives of those we serve.

4. Employees

Recruitment: Cigniti has an in-house Talent Acquisition team in Hyderabad, India, responsible for recruitment across all global locations. They follow a rigorous selection process and verify the right to work in the respective countries.

Background verification checks: Cigniti conducts pre and post-employment background checks to ensure that qualified professionals support their digital engineering, quality engineering, and software testing services. These checks help maintain the safety of both Cigniti and its partners/vendors (clients).

Wages: Cigniti ensures that all employees are paid at least the minimum wage applicable to their geographic location, complying with local laws. They also offer competitive compensation, special perks, paid certifications, health benefits, professional growth opportunities, travel, and individual performance recognition.

Working hours: Cigniti complies with the working hour standards set by local authorities. They provide a flexible working environment to engage employees and deliver high-quality services to clients.

Secondments: Cigniti has an in-house Global Mobility team based in Hyderabad that works with immigration lawyers to ensure employees seconded abroad have the appropriate work visas for the specific country they are being seconded to.

Cigniti Code of Business Conduct: Cigniti has a Code of Business Conduct (CCOBC) that guides all colleagues, directors, leaders, representatives, agents, consultants, independent contractors, and suppliers. It emphasizes ethical and lawful business conduct and outlines the standards expected at Cigniti.

All individuals associated with Cigniti are responsible for knowing, understanding, and complying with this code. Annual refresher training is provided, and there is a dedicated email address (reach2resolve@cigniti.com) for reporting any suspected violations of the law or company policies.

These practices reflect Cigniti's commitment to professionalism, compliance, and maintaining a positive work environment for its employees and partners.

5. Supply Chain

Cigniti does not manufacture products, nor do we usually procure any products for clients, therefore, Cigniti believes that the risk of modern slavery in our supply chain is low compared to other industry sectors. However, we do not intend to be complacent and will work to improve our policies and procedures to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

6. Approach

To ensure a high level of understanding of the risks of modern slavery, human trafficking in our supply chains and our business, training to the relevant members is conducted. Training on anti-sexual harassment policies is also provided.

We recommend our suppliers to provide training to their employees on their rights, including matters that are related to wages, benefits, and grievance redressal forums.

During onboarding, our suppliers are required to sign the Code of Conduct. We insist, in our agreements, that our suppliers comply with local laws.

Proper systems are in place to encourage the reporting of concerns and the protection of whistleblowers.

7. Plans for the next financial year.

Cigniti will continue to monitor and make improvements to our procurement processes and undertake appropriate due diligence checks on suppliers of goods and services, requiring commitment on anti-slavery and human trafficking.

Signed:



C V Subramanyam
Chairman and MD