

MICROLAND LIMITED – MODERN SLAVERY ACT STATEMENT

Purpose of the Statement

- This Statement is made by Microland Limited, pursuant to Section 54(1) of the UK Modern Slavery Act 2015, Section 3 of the Australia Modern Slavery Act, 2018 and any other applicable Modern Slavery regulations for the year ending 31 March 2025. It demonstrates our ongoing commitment to identifying, preventing, and addressing all forms of modern slavery and human trafficking in our business operations and global supply chain.

Our Business

- Microland is a pioneering IT Infrastructure services and consulting company headquartered in Bengaluru, India, with a proven track record of delivering tangible business outcomes for 35 years. We provide next-generation technologies such as AI, automated operations, and platform-driven solutions – which drive operational excellence, agility, and productivity for organizations worldwide. Our team of over 4,100 experts delivers services across Asia, Australia, Europe, the Middle East, and North America, offering cutting-edge solutions in networks, cloud, data centres, cybersecurity, services management, applications, and automation. We operate a transparent and values-driven model with policies anchored in human rights, anti-discrimination, and ethical compliance.

Our Supply Chain

Microland engages suppliers in three categories:

- People Services – Contractors and specialist agencies providing skilled resources
- Facility Services – Providers of security, transport, and workplace services
- Product Vendors – Technology and equipment suppliers including OEMs and distributors

Policies and Processes

Microland has a zero-tolerance approach to any form of Modern Slavery. We are committed to treat everyone fairly and equally, creating a workplace and business environment that is open, transparent, and trusted. Our policies and procedures relating to prevention of Modern Slavery are drafted in accordance with our culture, values and which further complies with the applicable Modern Slavery Legislations.

At Microland, we acknowledge our responsibility and are committed to identifying and minimizing the risk of slavery and human trafficking occurring within our supply chains and in all areas of our business.

Our various policies, which are listed below, are a clear communication of our message and expectations to all those who have or seek to have a business relationship with Microland:

CODE OF BUSINESS CONDUCT AND ETHICS: The code provides that all employees should be treated with respect, and, more specifically, it states that Microland is committed to adhering to applicable laws, and ensuring a safe and a harassment free workplace.

Microland Limited

1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India | P: +91 80 6175 1000 | F: +91 80 6175 0044 | www.microland.com
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RECRUITMENT POLICY: We have a robust recruitment policy, including conducting checks for eligibility to work in the applicable geography and to safeguard against human trafficking or individuals being forced to work against their will.

SUPPLIER CODE OF CONDUCT: Microland Suppliers must adhere to our ethical standards and ensure compliance to Microland's Supplier Code of Conduct (<https://www.microland.com/supplier-code-of-conduct>). Our Supplier code of conduct mandates upholding human rights and compliance to applicable labour laws, including those relating to slavery, forced or involuntary labour, child labour, wages, working hours and working conditions.

WhistleBlower Policy: Microland's whistleblower policy (<https://www.microland.com/whistleblower-or-ombuds-policy>) provides a grievance redressal mechanism to encourage reporting of concerns/violations of its Code of Business Conduct and Ethics, policies, and laws including those related to slavery or human trafficking without fear of retaliation.

MODERN SLAVERY ACT POLICY: This policy sets out Microland's position on Modern Slavery in consistence with the legislation. We continue to identify ways to improve employee and supplier awareness of our commitment to respect human rights and efforts to prevent modern slavery and human trafficking.

Due Diligence

As part of our responsible supply chain efforts, we undertake the following:

- During Onboarding, Supplier code of Conduct is incorporated into all Supplier agreements, which is signed by the Supplier. The Supplier Code of Conduct prohibits forced or child labour, bonded labour, trafficking, and unsafe working conditions.
- We insist, in our agreements that our suppliers comply with local laws.
- Our relationships with local Suppliers are based on their adherence to our expectations of ethical business behaviour and compliance with local laws and our policies.
- We are dedicated to promoting practices that help prevent slavery and human trafficking within our business operations and throughout our supply chain and will not tolerate such activities either within the supply chain or any part of our business.
- We closely monitor our people suppliers in India at regular intervals for payment of minimum wages and social security contributions.
- We have systems in place to encourage the reporting of concerns and the protection of whistleblowers as mentioned in our Whistleblower Policy.
- The Risk & Compliance, Legal, Human Resources and the Global Procurement functions periodically review risks associated with the Supply chain including compliance with the provisions of the Modern Slavery legislations and other human rights requirements.
- We are a signatory of the UN Global Compact (UNGC), which confirms our commitment to the Ten Principles of the United Nations in the areas of human rights, labour, environment and anti-corruption.

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Risk Assessment

While the core IT services sector is considered low risk for modern slavery, Microland remains vigilant with third-party contractors, services in high-risk geographies, and facility or outsourced roles. Suppliers in identified high-risk segments are subject to enhanced diligence and continuous oversight.

Training- & Awareness

Microland conducts training programs for procurement and HR teams, vendor managers, and frontline staff in supply-chain oversight roles to create awareness on modern slavery and human trafficking. We encourage supplier organisations to offer similar education to their workforce.

Measuring Effectiveness

We use the following key performance indicators to help us measure the effectiveness of the steps undertaken to remove modern slavery and human trafficking from our supply chains:

- Contractual requirements for Supplier to comply with our Supplier Code of Conduct
- Grievance disclosures and resolution outcomes
- Action taken on any non-compliance

Engagement and Consultation

We have ongoing consultations with stakeholders across functions and geographies to continue to identify ways to improve employee and supplier awareness and drive compliance to our commitment to respect human rights and prevent modern slavery and human trafficking.

Board Approval

This Statement was approved by the Board of Directors of Microland Limited on July 18, 2025.



Pradeep Kar
Chairman and Managing Director