



KALPATARU PROJECTS INTERNATIONAL LIMITED

# Modern Slavery Statement

Modern Slavery Statement for the  
Financial Year ('FY') 2024-25



# Modern Slavery Statement

## Kalpataru Projects International Limited (KPIL Group)

### 1. About This Statement

This Modern Slavery Statement (Statement) has been prepared by Kalpataru Projects International Ltd in accordance with sections 13 and 16 of the Modern Slavery Act 2018 (Cth) for the reporting period 1 April 2024 to 31 March 2025.

The Statement is submitted on behalf of Kalpataru Projects International Limited (KPIL Group). It outlines the Group's actions to assess and address modern slavery risks across its operations and supply chains.

Development of this Statement involved collaboration between representatives from Procurement, Legal, Risk and Compliance, Human Resources, Operations, and Sustainability functions. Each contributed data, insights, and verification of the activities undertaken during the reporting period were taken into consideration.

Kalpataru Projects International Limited is a multinational enterprise headquartered in Gandhinagar, India, operating across about 75 countries. The Group delivers turnkey Engineering, Procurement and Construction (EPC) solutions in power transmission and distribution, oil and gas pipelines, railways, water supply and irrigation, urban infrastructure and building and factories.

This Statement was reviewed and approved by the Board of Kalpataru Projects International Limited in January 2026.

Questions or feedback regarding this Statement or the Group's approach to modern slavery may be directed to [info@kalpataruprojects.com](mailto:info@kalpataruprojects.com)



## 2. Our Commitment to Integrity and Impact

Kalpataru operates on a foundation of integrity, fairness, and respect for human rights. The company recognises that its global footprint and engagement across multiple sectors and regions bring both opportunity and responsibility, particularly in preventing modern slavery and other forms of labour exploitation.

The Group's approach is structured, practical, and grounded in procurement and operational reality. Modern slavery prevention is integrated into corporate governance, supplier management, and audit processes. Oversight of related ethical, labour, and compliance matters is provided through existing governance and management arrangements. While this oversight is not specifically framed under the name of Modern Slavery, it covers the intent and key risk areas contemplated under modern slavery principles.

### During FY 2024–25, the Group:

- Completed full audit coverage across operational sites for compliance with labour laws and ethical standards.
- Embedded human-rights clauses and audit rights into all supplier contracts.
- Delivered ESG and human-rights training to all employees and one-third of key suppliers.
- Recorded no findings of forced or child labour across any operations or projects.

Kalpataru's objective is not only compliance but leadership, ensuring that the infrastructure it builds creates secure employment, strengthens local economies, and demonstrates ethical business practice.

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### 3. Our Global Operations and Capabilities

Kalpataru Projects International Limited (KPIL) is one of India's largest EPC enterprises, with more than four decades of experience delivering complex infrastructure across multiple geographies.

The KPIL Group includes 22 subsidiaries, 1 Joint Venture Company, and 40 permanent establishments. Our workforce as of March 31, 2025, comprised 20,391 individuals, including 12,871 employees and 7,520 directly engaged workers. It operates in over 75 countries across India, Africa, the Middle East, the CIS region, Asia-Pacific, Europe, and the Americas.

#### **Its core business activities include:**

- Power transmission and distribution
- Oil and gas pipelines
- Urban infrastructure
- Railways
- Buildings, factories, and water infrastructure

Headquartered in Gandhinagar, Gujarat, the Group operates two advanced fabrication facilities with combined annual capacity exceeding 240,000 metric tonnes of transmission towers and steel structures and holds certifications under ISO 9001:2015, ISO 14001:2015, ISO 37001:2016, and ISO 45001:2018.

In FY 2024–25, consolidated revenue was approximately USD 2.61 billion, with 44.9% derived from power transmission and distribution, 26.2% from buildings and factories, and the remainder from water, oil and gas, and other infrastructure sectors. These statistics inform the company's risk assessments by indicating where the greatest concentration of procurement and labour exposure occurs. The newly established Australian branch forms part of this global structure and is fully covered by this Statement.

## 4. Understanding Our Supply Chain

Kalpataru's supply chain underpins the delivery of large-scale, technically complex projects across diverse markets. It involves the procurement of raw materials and equipment, fabrication and logistics services, and the engagement of subcontracted labour and specialist contractors.

The company recognises that modern slavery risks may arise in sectors characterised by low-skilled, high-labour content workforces, or where materials originate from jurisdictions with limited labour law enforcement. Higher-risk categories include fabricated steel, construction consumables, logistics, and site-based labour hire.

Visibility across multiple tiers of the supply chain remains a continuing challenge for the industry. At present, Kalpataru's approach to addressing this is primarily through general supplier onboarding and pre-qualification checks, third-party due diligence requirements, and ad hoc engagement with suppliers where issues arise. This engagement is undertaken through broader ethical, compliance, and procurement activities, rather than through a program specifically framed as modern slavery. Suppliers are required to complete declarations under the Third-Party Due Diligence (TPDD) Policy, confirming compliance with anti-bribery, corruption, and human-rights standards. Audits are performed internally and by independent assessors to verify adherence to statutory and contractual obligations.

## 5. Managing Modern Slavery Risks

### Governance and Policy Integration

Modern slavery risk management is embedded within Kalpataru's broader governance and compliance framework, which includes:

- Supplier Code of Conduct
- Code of Conduct and Ethics
- Whistleblower Policy
- Third Party Due Diligence Policy
- Anti-Bribery and Anti-Corruption Policy
- Environment, Occupational Health, Safety & Sustainability (EHSS) Policy
- Corporate Social Responsibility Policy

Together, these documents establish clear expectations for ethical conduct, supplier accountability, and transparency.

Oversight of related ethical, labour, and compliance matters is provided through existing governance and management arrangements. While this oversight is not specifically framed under the name of Modern Slavery, it covers the intent and key risk areas contemplated under modern slavery principles. Ensuring alignment with both legal obligations and international standards such as the UN Global Compact and ISO 20400.

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## Risk Management and Due Diligence

Modern slavery considerations are integrated into Kalpataru's Enterprise Risk Management (ERM) framework and Business Responsibility and Sustainability Reporting (BRSR) process. Supplier and contractor risks are assessed by geography, sector, and labour intensity.

### During FY 2024–25, Kalpataru:

- Conducted comprehensive anti-bribery anti-corruption risk mapping for key suppliers and contractors.
- Verified compliance with statutory requirements, including social security and insurance contributions.
- Incorporated human-rights checks into supplier onboarding and renewal; and
- Conducted third-party ESG audits across project sites, confirming no cases of forced or child labour.

## Worker Wellbeing and Fair Practices

Kalpataru ensures that all employees and contract workers receive wages above statutory minimums and are covered under social-protection schemes such as social security, employee insurance, and accident benefits. During FY 2024–25, internal and external audits confirmed full compliance with labour regulations and found no evidence of child or forced labour across any operations or project sites.

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## **Training and Awareness**

Training and awareness form part of Kalpataru's broader governance and ethics framework, with employees trained in related topics such as ethical conduct, compliance, labour standards, and responsible supplier engagement, which in practice support the prevention of modern slavery-related risks.

## **Grievance and Remediation**

The Whistleblower Policy provides confidential, protected channels for reporting any form of misconduct or exploitation. Reports may be submitted anonymously via dedicated email, phone, or postal options.

All cases are investigated under the supervision of the ABMS Committee, with assurance provided to the Audit Committee. No grievances relating to modern slavery were received during FY 2024–25.

## **Audit and Assurance**

Kalpataru's assurance program verifies compliance across operations. Independent ESG audits conducted by TÜV SÜD South Asia Pvt. Ltd. and internal audit teams confirmed adherence to labour standards and ethical conduct. Findings are tracked, and corrective actions are recorded and reviewed quarterly.

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## 6. Progress and Priorities for Improvement

Kalpataru recognises that addressing modern slavery requires continuous attention and collaboration. The Group's progress in FY 2024–25 demonstrates strong foundations and a culture of integrity across its global operations.

Key achievements during FY 2024–25 include comprehensive audit coverage across operations, verified compliance with wage and welfare obligations, and supplier engagement through training and self-assessment processes.

In FY 2025–26, Kalpataru intends to enhance supplier accountability by introducing a modern slavery declaration as part of supplier pre-qualification and onboarding, complementing existing third-party due-diligence requirements and further formalising expectations around ethical conduct, labour standards, and legal compliance.

Kalpataru's commitment is to evolve from compliance assurance to measurable social impact, ensuring that all operations and supply chains uphold dignity, fairness, and accountability.

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**Prepared for: Kalpataru Projects International Limited**

**Date: 19 January 2026**

**Board Approval**

This Statement was approved by the Board of Directors of Kalpataru Projects International Limited in January 2026.



Signed on behalf of the Board:

Name : Mr. Manish Mohnot  
Managing Director & CEO  
DIN: 01229696  
Kalpataru Projects International Limited  
Date: 19 January 2026

# Global Presence in

**75+**  
Countries

**12** Countries  
America

**06** Countries  
Europe

**20** Countries  
Asia Pacific

**30** Countries  
Africa

**07** Countries  
Middle East

**Order Book**  
(FY25)

**USD 7.5**  
Billion

**Consolidated Revenue**  
(FY25)

**USD 2.6**  
Billion

## Global Footprint

**300+**  
Projects

**75**  
Countries

**5**  
Continents

**55**  
Nationalities

### Corporate Office

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