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## Modern Slavery Statement

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## Purpose of statement

Modern slavery refers to the exploitation of an individual through threatening behavior, violence, coercion, deception, or abuse of power for personal or commercial gains. It also includes harassment through forced and compulsory labor and human trafficking.

This Modern Slavery Statement (statement) is made by Evalueserve and all its affiliated companies in compliance with Section 54(1) of the UK Modern Slavery Act 2015, for the period from **January 01 to December 31, 2023**. This statement reflects Evalueserve's commitment to upholding human rights across its business operations and supply chain. We do not tolerate any modern slavery practices and follow all guidelines issued by governments, international organizations, and civil society to prevent them. We understand and are committed to fulfilling our responsibility of preventing modern slavery.

## Our business

Evalueserve is headquartered in Zug, Switzerland, and has 4,500+ employees across 12 locations globally. It empowers enterprise clients with AI-driven products and solutions that optimize decision-making and drive actionable outcomes. Evalueserve deploys a combination of human expertise and leading technologies that use smart algorithms to simplify key tasks. This approach enables us to design and manage processes that can generate and harness insights on a large scale, lowers costs and timescales, and helps businesses to compete in the marketplace. Evalueserve aims to provide better analytics to enable improved sustainability, risk analyses, supply chain management, and more.

Evalueserve has highly experienced teams and sector-specific products that it offers to more than 30% of the Fortune 1000 companies. Our products (Insightsfirst, Insightloupe, MRM Raptor, Spreadsmart, Compsbuilder, etc.) and solutions (data and analytics, data engineering and cloud, customer insights, investment banking advisory, supply chain, R&D and innovation, etc.) cater to corporates (technology and telecom, life sciences and healthcare, manufacturing and industrial goods, energy, chemicals, CPG and retail, logistics and transportation, etc.), professional services firms (consultancy and advisory, legal, real estate, education and edtech, etc.), and financial services firms (investment banks, corporate and commercial banks, asset and wealth management firms, private equity and venture capital firms, index providers, etc.).



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## Our policies and procedures

Evalueserve and its board of directors are committed to all stakeholders, including clients, employees, and shareholders. We have a zero-tolerance policy on violation of human trafficking and modern slavery laws. We sustain our brand value by adhering to the committed service levels as well as high ethical, moral, and legal, standards. Evalueserve ensures that there is no instance of slavery and human trafficking across its operations and supply chain.

Evalueserve ensures transparency by adopting policies that support fairness, honesty, and integrity, thereby accelerating its overall growth and long-term value for stakeholders. We are an equal opportunity employer and offer a fair and equitable work environment to all employees and stakeholders. Our modern slavery statement applies to employees, agents, franchises, brokers, subcontractors, consultants, and representatives working across Evalueserve. Our commitment is aligned to employees' responsibilities and incorporated in our Code of Business Conduct and Ethics (COBE) to ensure that each employee fully understands what Evalueserve expects from them with respect to personal integrity, ethical behavior, and conduct. Evalueserve prohibits the use of child labor, servitude, human trafficking, and forced and bonded labor across its operations and supply chain in compliance with local laws and regulations.

## Our due diligence process

Evalueserve undertakes the following measures to combat slavery and human trafficking:

- We have developed a Supplier Code of Conduct that all our vendors / suppliers need to comply with.
- All vendors are contractually obligated to comply with local laws, COBE, and anti-slavery and human trafficking guidelines.
- Evalueserve has implemented policies (e.g., Whistleblower Policy) to enable and encourage employees to raise incidents related to unfair treatment / misconduct or wrongdoing at the workplace.

## Our supplier classification model

Evalueserve classifies its suppliers into three major categories:

- **Supplier of services:** Includes vendors that provide food, beverages, transportation, and other services
- **Supplier of products:** Includes vendors that provide products such as IT hardware, software, and electronic equipment
- **Supplier of human resources:** Includes employees, agents, franchises, brokers, subcontractors, consultants, and representatives working across Evalueserve locations

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## Our training programs

Evalueserve conducts multiple training programs to foster an environment of excellence, create awareness among employees, and ensure zero risk of modern slavery. At Evalueserve, all employees are mandated to attend training sessions on COBE, human rights, sexual harassment, human trafficking, modern slavery, and many other subjects, at the time of onboarding and on an annual basis.

## Our effectiveness in combating modern slavery and human trafficking

Everyone involved in Evalueserve's supply chain is committed to not engaging (directly or indirectly) in modern slavery and promptly reporting any such instances across our operations or supply chain. This commitment extends even to people who provide services related to Evalueserve's platforms. To date, we have not encountered an incident that has affected the achievement of our objectives.

Evalueserve continues to monitor the effectiveness of its actions to ensure that its strategies are responsive to potential risks. We review issues raised through grievance redressal mechanisms and initiate timely corrective action. We will continue to identify ways to improve employee and supplier awareness through periodic awareness sessions and training programs.

Modern slavery is a hidden crime that affects every country in the world and requires ongoing, evolving, and continually improving efforts. It is everybody's responsibility to address and eliminate this crime. Evalueserve will continue to review its internal processes to meet its obligations under the Modern Slavery legislation.