



ANTI-HUMAN TRAFFICKING AND MODERN-DAY SLAVERY STATEMENT

FOR FISCAL YEAR 2025/26

INTRODUCTION

Modern-day slavery is a crime and a violation of fundamental human rights. It takes various forms, such as forced labour, sex trafficking, involuntary servitude and human trafficking, all of which force persons to work against their will in order to exploit them for personal or commercial gain.

Tata Communications (UK) Limited is a wholly owned subsidiary of Tata Communications Limited, a company incorporated in India and having its equity shares listed on BSE Limited and the National Stock Exchange of India Limited. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes Tata Communications (UK) Limited’s slavery and human trafficking statement for the Fiscal Year 2025-26. The Act requires the Company to state the steps taken during FY-26 to ensure that modern slavery and human trafficking do not take place in their business operations and supply chains.

Tata Communications (UK) Limited and its affiliates (hereinafter referred to as “Tata Communications” or “Company”) are committed to continually reviewing and improving their efforts to combat slavery and human trafficking. This Anti-human trafficking and Modern-day slavery statement for FY-26 has been reviewed and approved by the Board of Directors of Tata Communications (UK) Limited through a Board Resolution dated 25 September 2026.

TATA COMMUNICATIONS’ BUSINESS AND OPERATIONS

Tata Communications is a digital ecosystem enabler that powers today’s fast-growing digital economy. The Company enables the digital transformation of enterprises globally, including 300 of the Fortune 500 unlocking opportunities for businesses by enabling borderless growth, boosting product innovation and customer experience, improving productivity and efficiency, building agility and managing risk. With its solutions orientated approach and proven managed service capabilities and cutting-edge infrastructure, Tata Communications drives the next level of intelligence powered by cloud, mobility, Internet of Things (IoT), collaboration, security, and network services. Tata Communications powers over 30% of the world’s internet routes, connecting businesses to 80% of the world’s cloud giants and 4 out of 5 mobile subscribers. The Company’s capabilities are underpinned by its global network; the world’s largest wholly owned subsea fibre backbone and a Tier-1 IP network with connectivity to 190+ countries and territories around the world.

Tata Communications business model is predominantly business-to-business (B2B) and is supported by employees, contractors, service providers, technology partners, infrastructure providers and other suppliers across multiple geographies.

For modern slavery risk management, Tata Communications considers risks not only within its directly employed workforce but also across relevant parts of its value chain, including contract and temporary labor, facilities management, security and housekeeping services, construction and maintenance activities, logistics and other outsourced services where workers may be more vulnerable to exploitation.

OUR COMMITMENT TO COMBATTING MODERN-DAY SLAVERY & HUMAN TRAFFICKING

Tata Communications is dedicated to ensuring that the fundamental rights of people involved in our operations throughout the value chain are respected. The Company has a zero-tolerance approach to modern day slavery. We are committed to ensuring that modern slavery and human trafficking do not occur in our workplace or within our supply chain. Our approach is guided by the Tata Code of Conduct, Business & Human Rights Policy, Sustainable Supply Chain Framework, internal human resources policies, including the Global Dignity in the Workplace Policy, applicable laws and internationally recognized human rights principles.



COMPANY POLICIES & GOVERNANCE FRAMEWORK

Tata Communications has established a governance framework to identify, assess and address human rights risks. The Board-level Corporate Social Responsibility, Safety and Sustainability Committee has oversight of human rights matters across the Company.

Tata Code of Conduct

Tata Core Values — Integrity, Responsibility, Unity, Pioneering and Excellence — provide the foundation for our ethical framework. We expect employees, contractors, suppliers and other business partners to conduct business with integrity and respect for human dignity. The Tata Code of Conduct establishes expectations relating to ethical behaviour, respect for human rights, rejection of forced and child labour, and responsible business conduct. Contractors, suppliers and other business partners are expected to comply with the Code or equivalent standards applicable to their relationship with Tata Communications. Employees receive training on the Tata Code of Conduct and related ethics and compliance requirements. Human rights, dignity at workplace and labour-rights considerations are reinforced through dedicated learning and awareness initiatives.

Business and Human Rights Policy:

The Company has adopted a [Business and Human Rights Policy](#) relevant and applicable to all our rights holders (employees, contract workforce, communities, consumers/customers, value chain partners, etc.) as identified by the Company. The Policy encompasses various business human rights salient elements like Anti-bribery and Anti-corruption, Acceptable Use of Network and Services, Equal Opportunity, Fair Competition, Community, Dignity & Respect, Fair Wages, Freedom of Association and Collective Bargaining, Right to

Privacy, Integrity of Information and Assets, Freedom of Expression, Health & Safety, Product & Services, Anti-Human Trafficking & Modern Slavery, Child Labour, Data Privacy & Security, etc.

“Trafficking, Modern Slavery and Child Labour: The Company has a zero-tolerance approach to modern day slavery. As defined under the Company’s Supplier Code of Conduct and Sustainable Supply Chain Policy, we are committed to ensuring that modern slavery and human trafficking do not occur in our workplace or within our supply chain. We do not employ children at our workplaces, and we do not use forced labour in any form. - Business and Human Rights Policy

Global Dignity in the Workplace Policy:

Tata Communications’ Global Dignity in the Workplace Policy further elaborates on the Company’s commitment to eliminating all forms of discrimination, harassment, bullying and retaliation in the workplace. This includes any actions that could amount to human rights abuses including human trafficking, forced labour, and/or any other behaviours deemed to be modern-day slavery under applicable laws.

The Company’s other human resource policies also ensure that our employees and contractors are hired and treated fairly and humanely during their employment or contract with Tata Communications. This includes ensuring that, when applicable, the Company recruits, houses, compensates, and repatriates’ employees, contractors, and temporary workers of legal working age in accordance with applicable laws. When recruiting and offering employment to its workforce, the Company does not use fraudulent or misleading or coercive practices, nor does it use recruiters who do not comply with labour laws or charge recruiting fees to the workforce in countries where recruitment fees are against the law. Where required, the Company also ensures that employment agreements and other relevant employment documents are in the individual’s local language and advises them of their rights and remedies under applicable law. To the extent that we partner with other agencies to expand our workforce, Tata Communications ensures that we only engage with reputable agencies who demonstrate the same commitment to ethics and compliance with laws as we do. Their commitment to these standards is outlined in the vendor agreements that are signed prior to their engagement.

Sustainable Supply Chain Framework:

Tata Communications’ Sustainable Supply Chain Framework provides the structure for integrating environmental, social and ethical considerations into supplier management. Key elements of the framework include:

- Sustainable Supply Chain Policy: Establishes the minimum expectations for responsible and sustainable business practices across the supplier ecosystem.
- Supplier Code of Conduct: Sets expectations on ethics and transparency, labour and human rights, environment, health and safety, anti-corruption and anti-bribery, and information security.
- Supplier ESG Assessments: Evaluate suppliers against relevant ESG criteria and supports identification of areas requiring improvement.
- Contractual Requirements: Incorporate human rights requirements into applicable supplier and business agreements.
- Supplier Engagement and Capacity Building Initiatives: Include supplier awareness sessions and ongoing sustainability initiatives.

In FY-26, Tata Communications assessed 65 suppliers through its ESG Assessment Programme, with strategic supplier coverage reported at 52%. The assessment areas include labour and human rights, health and safety, ethics, sustainable procurement and environmental practices. The Company also conducted supplier awareness and capacity-building activities covering the Sustainable Supply Chain Framework, ESG assessment expectations, Supplier Code of Conduct and Climate Action Framework.

Responsible Employment Practices:

Our Human Resource policies also ensure that our employees and contractors are hired and treated fairly and humanely while working or contracting with Tata Communications. When recruiting and providing employment, our Company does not use deception, fraud, or coercion. It also does not employ recruiters, who do not comply with labour laws or charge recruitment fees in countries where not permitted. Our operations and suppliers across geographies are not likely to pose a significant risk of child labour or forced labour incidents. In addition, we have not received any complaints or claims regarding a child or forced labour in our operations, and supply chain from internal and external stakeholders. The Company expects contractors and service providers to uphold equivalent standards and uses contractual, due diligence and monitoring mechanisms to address identified concerns.

Training and Capability Building:

During FY-26, Tata Communications strengthened awareness and capability on Business & Human Rights through the rollout of a dedicated e-learning module. The module covers the fundamentals of human rights, the relevance of human rights to business, the Company's responsibilities, legal and ethical obligations, and practical scenarios and reporting mechanisms. In FY-26, 84% employees of the Company received human rights-related training, including Business & Human Rights, Global Dignity in the Workplace, and the Tata Code of Conduct. The Company will continue to expand coverage and strengthen role-specific awareness across relevant procurement, human resources, operations and supplier-facing teams.

REPORTING CONCERNS & GRIEVANCE REDRESSAL MECHANISM

Anyone who suspects or becomes aware of any violations of the Code, Tata Communications' policies, or any of the commitments outlined in this statement have been informed that they should raise their concerns through one of the various channels outlined in the Company's [Whistleblower Policy](#). This includes the ability to report concerns confidentially and, if desired, anonymously through our third party-run whistleblower hotline which is available in multiple languages. We have published our Whistleblower Policy on the Company's website and publicized it across the organization through various training and communications to our workforce. Concerns can be raised with both internal points of contact, as well as with external parties. Further for any feedback, queries or grievances related to our sustainability practices including Human Rights, the concerned team can be contacted at EOHS@tatacommunications.com

Employees of our UK entity can also refer to the grievance procedures outlined in the Tata Communications (UK) Limited Employee Handbook for details on the process of raising Human Resources-related concerns. As a Company, we are committed to ensuring that no one suffers any adverse employment action or detrimental treatment as a result of reporting concerns in good faith. Company personnel who violate our Company Policies or any of the commitments in this statement may be subject to disciplinary action which may include suspension and/or termination of employment, association or relationship with the Company, as well as any other rights or remedies that the Company may have.

Questions about this statement should be directed at our Company's [Legal Compliance Team](#).

LOOKING FORWARD

We continue to work towards strengthening our approach to eliminating the risk of modern-day slavery arising within our business or supply chain, and to ensure that our strategy is responsive to changing risk environments. Priorities for FY-27 include:

- Expanding supplier ESG assessment and engagement, with particular attention to labour and human rights risks.
- Strengthening risk-based due diligence for suppliers and outsourced/contract labour arrangements.
- Continuing human-rights awareness and role-based training, including for procurement, human resources, operations and supplier-facing teams.
- Strengthening grievance, investigation and remediation processes and improving awareness of reporting channels.
- Improve the use of quantitative KPIs to monitor effectiveness and year-on-year progress.
- Continue alignment with the UN Guiding Principles on Business and Human Rights, applicable laws and Tata Communications standards.

For more details on the Company's management, approach and performance on the subject, please refer to our [Integrated Annual Report for FY 2025-26.](#)

Signed by:

Troy Reynolds

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Director, Tata Communications (UK) Limited

About Tata Communications

Tata Communications holds a comprehensive portfolio which spans next-generation connectivity, cloud services, customer interaction solutions, IoT, media services and cybersecurity, all underpinned by our robust global network infrastructure. Our digital fabric of solutions integrates advanced platforms, tools and technologies to simplify complexities and help enterprises unlock new possibilities in a rapidly evolving digital landscape.

Through our global network accessible from over 190 countries and territories, we enable seamless communication, secure data exchange and intelligent connectivity. Guided by our ethos of innovation and sustainability, we are committed to reducing environmental impact, promoting inclusive growth and creating long-term value for all stakeholders.
