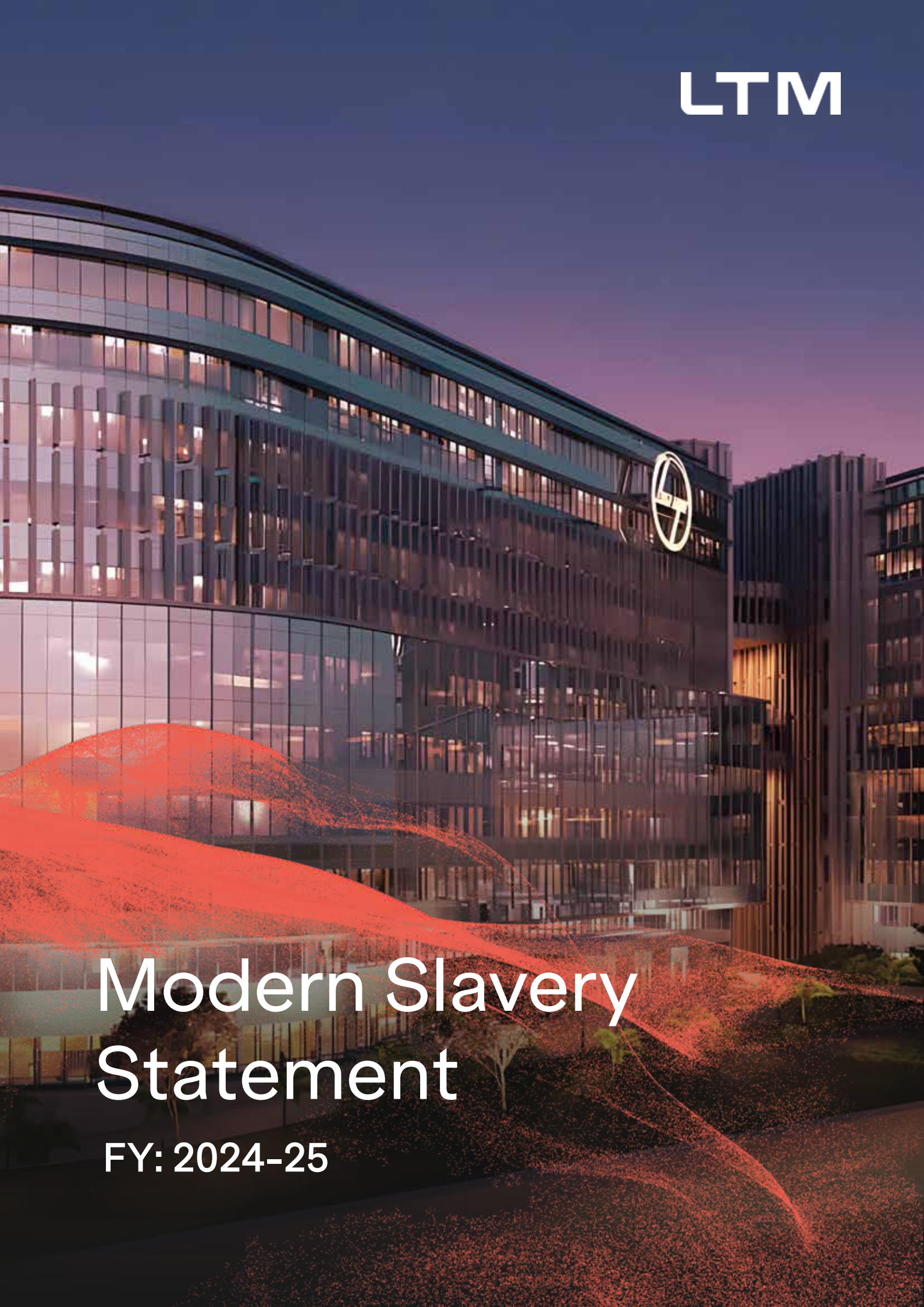
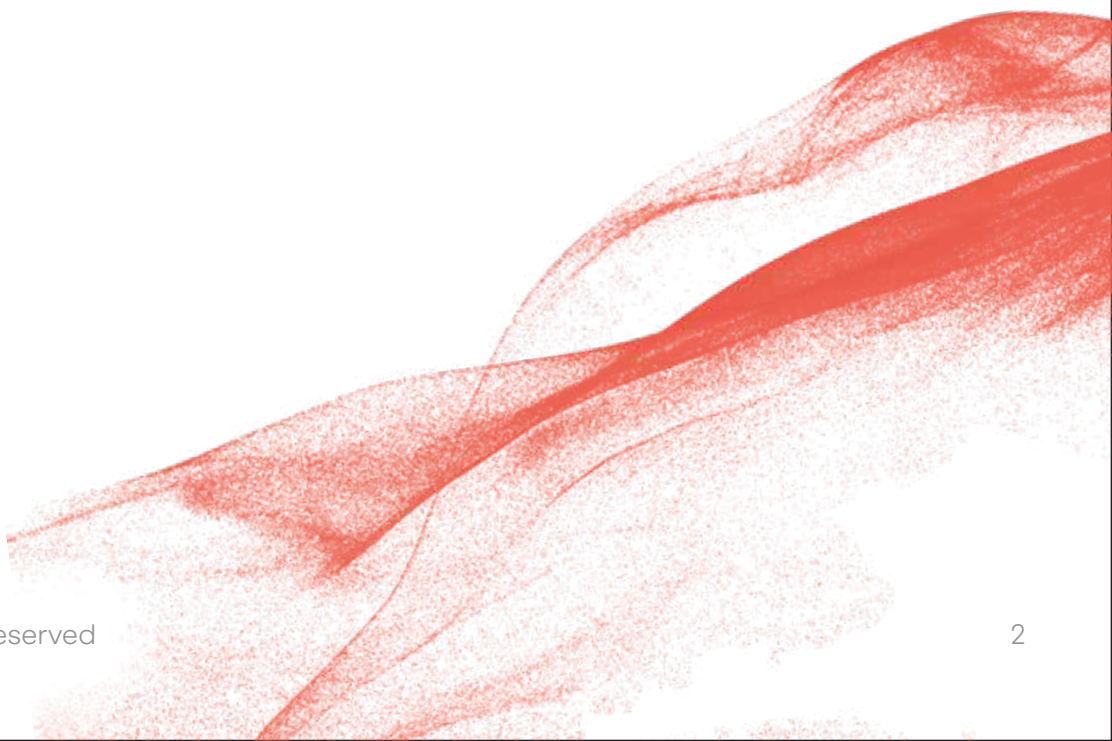


Modern Slavery Statement

FY: 2024-25

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01.

LTIMindtree Modern Slavery Statement

This annual statement is published in accordance with Modern Slavery Act 2018, Australia and Modern Slavery Act 2015, United Kingdom (UK) for the FY 2024 – 25 and sets out the actions we have taken to assess and address modern slavery and human trafficking risks in our business operations and supply chains.

This statement is made on behalf of LTIMindtree Limited, for its below listed entities –

Country	Name of the entity	Type of the entity	Registration number
Australia*	LTIMindtree Ltd	Branch	ABN 34 091 100 159
UK	LTIMindtree Ltd	Branch	FC020383
	LTIMindtree UK Ltd	Subsidiary	12817556
	Syncordis Ltd	Subsidiary	10045506

* During the year our subsidiary company Nielsen & Partner Pty Ltd (ACN 624 699 627) was dissolved

02.

Our Organisation, Operations, and Supply Chain

2.1 Company overview and Operations

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across more than 40 countries, LTIMindtree — a Larsen & Toubro Group company — solves the most complex business challenges and delivers transformation at scale. Our integrated annual report for the FY 2024-25 can be accessed at

https://www.ltimindtree.com/wp-content/uploads/2025/05/Integrated-Annual-Report-FY25.pdf?pdf=download

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2.2 Our Supply Chain

Our suppliers are spread across the globe where we procure services from multiple categories of suppliers. Majority of our global suppliers are engaged in supplying hardware, software, cloud services, networking equipment, recruitment, talent acquisition, office space leases, corporate activities, admin, facility, security, infrastructure, employee travel and related services.



03.

Our Business

As a socially and environmentally responsible business, we are focused on sustainable growth and building long-term stakeholder value.
Our sustainability framework is based on environmental stewardship, diverse and inclusive talent pool, employee wellbeing, community care, robust policies, strict adherence to employee and supplier code of conduct, a strong risk management and compliance framework, highest governance standards, and transparent and accountable reporting and disclosures.

The Sustainability report for the FY 2024-25 of LTIMindtree can be accessed at

https://www.ltimindtree.com/social-responsibility

04.

Reporting Entity's Structure, Operations, and Supply Chain

4.1 Company Overview and Operations

LTIMindtree supports the elimination of all forms of forced and compulsory labour to ensure that we conduct business operations ethically, source responsibly and work to prevent modern slavery and human trafficking. We are committed to addressing the modern slavery risks in our business and supply chain and ensuring that we have effective systems and practices in place to combat slavery and human trafficking. This statement highlights the key activities that we have undertaken during this FY 2024-25 to combat modern slavery in our organisation and supply chain.

4.2 Complaint Mechanism



We have systems to encourage the reporting of concerns and protection of whistleblower. All our employees including sub-contracted employees have access to complaint mechanism, where they can lodge complaints on various concerns not limited to use of child labour, modern slavery, forced, bonded, or indentured labour or involuntary prison labour, human trafficking etc. Our whistleblower policy can be accessed at

https://www.ltimindtree.com/wp-content/uploads/2024/08/whistleblower-policy.pdf?pdf=download

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4.3 Periodic Review

Our compliance framework, including our policies, procedures, supplier agreements, mandatory training modules, employee and supplier code of conduct covers compliance to modern slavery which are reviewed and updated for changes from time to time to ensure compliance with applicable laws.

05.

Due Diligence, Risk Assessment and Risk Mitigation Processes for Modern Slavery & Human Trafficking

5.1 Due Diligence Process

We carry out due-diligence procedures before onboarding new suppliers and all suppliers are contractually required to comply with applicable laws, regulations, and accept our supplier code of conduct.

5.2 Risk Mitigation Process

Our procurement agreements cover the modern slavery related compliance requirements. We have carried out annual risk assessment of global supply chain of our company, overseas branches, and subsidiaries to assess, identify and address modern slavery related risks and outcome is summarised hereunder.



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5.3 Risk Assessment

We have carried out annual risk assessment to assess the modern slavery risks that may be present anywhere in our global, domestic operations and supply chains. The assessment was carried out for the below mentioned areas -

A. Sector & industry risk assessment
B. Goods & services category risk assessment
C. Geographic risk assessment

A. Sector & industry risk assessment

The suppliers at risk for major sectors identified and risk rating are provided below

Low risk - information technology related (hardware, software, cloud services & network and specialised equipment)

Moderate risk – admin & facilities related (security, infrastructure, health & safety)

Low risk - talent acquisition (manpower, background verifications service providers)

Low risk - corporate activities (accounting, consulting, training, immigration)

B. Goods & services category risk assessment

As per risk assessment we have identified that the modern slavery risk are low in areas like hospitality, gardening services and moderate in a few areas like civil-interior fitout, facility management building management manpower, waste management and security services. The above risk arises from third party outsourcing.

C. Geographic risk assessment

We have reviewed suppliers who are present in countries vulnerable to modern slavery and found that it is low / moderate risk. We will continue to identify by way of ongoing periodic assessments, any modern slavery risks that may be present anywhere in our global and domestic operations and supply chains of our company branches and subsidiaries.

The overall risk assessment for all the above categories is low for FY 2024-25.



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06.

Training and Awareness

We have mandatory e-Learning training courses on code of conduct for all employees, contractors, and sub-contractors. We have enabled access for modern slavery training for our vendors/ suppliers in the company's supplier portal to create awareness about modern slavery.

07.

Measuring Effectiveness In Combating Slavery & Human Trafficking

7.1 Supplier Engagement Program

This program integrates a continuing evaluation, capacity building and risk management with a focus on human rights, labour practices and regulatory compliances. Our supply chain is integrally linked to its successful growth, supported by due diligence on supplier onboarding process that covers modern slavery risks. Our supplier code of conduct can be accessed at *https://www.ltimindtree.com/investors/corporate-governance/supplier-code-of-conduct.pdf*

We expect that the above steps will ensure responsible behaviour from our suppliers.

7.2 Prevention of slavery and human trafficking

As per the key performance indicators of our whistleblower mechanism, we did not have any complaints relating to slavery and human trafficking across our company, branches and subsidiaries during the FY 2024-25. We use oversight measures like audits and adverse media screening & due diligence tool for all active suppliers to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains. High risk suppliers are audited, and the scope covers modern slavery risks. The mandatory declarations obtained from all suppliers for adherence to supplier code of conduct. Age checks carried out at our premises to prevent child labour.

08.

Remedies For Breach

In the event of failure of suppliers to comply with the above-mentioned policies, disciplinary action and/or further legal action may be initiated against the offending suppliers depending on the circumstances of the breach.

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09.

Consultations

During the year our subsidiary “Nielsen & Partner Pty Ltd.” ACN 624 699 627 has been closed in Australia. Till the closure of subsidiary company, they were subject to the same policies and procedures as set out in this statement and due to closure of subsidiary the consultations not applicable.

10.

Further Steps

10.1 We will include modern slavery in the scope of supplier audit program for covering suppliers at risk.

10.2 We will continue to periodically review our modern slavery and human rights policies to align with regulatory requirements and internal policies.

10.3 We will continue to obtain modern slavery declarations from Australia and UK suppliers.

11.

Declarations

This statement has been prepared by our company pursuant to Section 13 of Australia Modern Slavery Act 2018, and Section 54(1) of UK Modern Slavery Act 2015, in respect of the FY 2024–25. It sets the new and ongoing steps we are taking to address and prevent modern slavery taking place, both within our business and our supply chain. The Statement has been approved by the Board of Directors of our Company on July 17, 2025.

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12.

Statement Annexure

Other Relevant Information: Mandatory criteria page number/s of our statement that addresses each of the mandatory criteria in Section 16 of the Modern Slavery Act 2018, Australia is summarised below:

Modern Slavery Act 2018, Australia (Cth) – Statement Annexure

S. No.	Mandatory criteria	Page Number/s
a)	Identify the reporting entity	3
b)	Describe the reporting entity's structure, operations, and supply chain	3-4
c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	5-6
d)	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	4-5
e)	Describe how the reporting entity assesses the effectiveness of these actions	7
f)	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement)	7
g)	Any other information that the reporting entity, or the entity giving the statement, considers relevant	8-9

Venugopal Lambu
CEO & Managing Director
LTIMindtree Limited

Date: July 18, 2025

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