



## Modern Slavery Act Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 to confirm Cyient's commitment to ensuring that slavery and human trafficking do not exist in any part of its business or supply chain. This statement updates Cyient's prior statement through the financial year ending March 31, 2026. It has been approved by the Board of Directors of Cyient Europe Limited and signed by Andrew Smith, Chairman of the Board.

### Organisation Structure

Cyient Europe Limited is incorporated in the UK and operates throughout Europe. It is a wholly owned subsidiary of Cyient Ltd, a publicly traded company listed on the Indian stock exchanges and headquartered in Hyderabad, India. This statement is made on behalf of Cyient Europe Limited and its parent, subsidiaries, and affiliated entities.

### Our Business

Cyient is a leading global engineering, manufacturing, and digital technology solutions company. We are a Design, Build, and Maintain partner for leading organisations worldwide. We enable our customers across industries to apply technologies imaginatively to solve problems that matter and stay ahead of the curve. We are committed to designing tomorrow together with our stakeholders and being a culturally inclusive, socially responsible, and environmentally sustainable organisation.

### Our Values

Cyient's commitment to our customers and associates is guided by our core values: Fairness, Integrity, Respect, Sincerity, and Transparency. Cyient conducts its business in compliance with the highest ethical standards and in full adherence to all applicable laws and regulations of the country where we operate in. It has established, implemented, and maintained the Quality Management Systems in accordance with ISO 9001:2015, ISO 27001:2022, ISO 14001:2015, ISO 45001:2018, ISO 22163:2023, ISO 13485:2016, ISO/IEC 20000, AS 9100, and TL 9000 certification standards.

### Our Business Operations

Cyient is committed to eliminating modern slavery and human trafficking in all aspects of its business and supply chain. Our Code of Ethics and Business Conduct, Vendor Code of Conduct, Human Rights policy and Whistle Blower policy play a key role in promoting transparency, accountability, and the protection of human rights throughout our operations and supply chain.

We have an extensive training program for our Code of Ethics and Business Conduct & other applicable business policies, which covers various topics including human rights & modern slavery. It is mandatory for all associates of Cyient to undergo this training program on an annual basis.

We treat all allegations of internal policy violations with the utmost seriousness, conducting comprehensive investigations and enforcing disciplinary actions as recommended by the appropriate committee, in full compliance with our established policies and procedures.

### **Vendor Policy and Due Diligence**

Cyient does not condone modern slavery practices in its supply base. Cyient partners with suppliers who share our commitment to high standards and comply with our Vendor Code of Business Conduct, which explicitly requires them to prohibit forced, bonded, or compulsory labor within their supply chains.

### **Reporting Mechanisms**

In addition to the oversight of Cyient's operations, Cyient engages with its workforce and customers on-site to ensure that violations of Cyient's policies and procedures do not occur. There are reporting mechanisms available to Cyient associates, its vendors and the vendors' employees and subcontractors to raise specific concerns - specifically through Cyient's anonymous, confidential and externally managed whistleblowing platform. This resource can be used by associates and vendors to raise any issue, including issues relating to modern slavery and human trafficking, and it will provide them with guidance on how they should respond if they identify any suspicious activity.

### **Summary**

Cyient considers the steps we undertake to be vigilant in compliance with the law and in furthering our commitment to ensure that modern slavery and human trafficking do not exist in our business environment. We are committed to continue monitoring this area with due vigilance and will respond accordingly to any changes in the level or nature of risks.

A handwritten signature in black ink that reads "A SMITH". The letter "A" is large and stylized, while "SMITH" is in a smaller, more standard font.

**Andrew Smith**  
**Chairman of the Board, Cyient Europe Limited**