

STATEMENT ON MODERN SLAVERY 2025

Our Business

Nagarro is a global provider of digital engineering services. We combine advanced technology with human expertise to create digital solutions for our clients that address their evolving business opportunities and challenge. The company's core values apply globally. The core values spell "CARING": Client-centric, Agile, Responsible, Intelligent, Non-hierarchical and Global. We design our processes to promote our core values. Our hiring standards are high and unbending. We mostly have no private offices for management, and no special travel or parking perks by seniority. Most company key functions operate globally, so that we act as a truly international company. Nagarro aims to be a truly global company. True to our mission "to make distance and difference irrelevant between intelligent people".

Nagarro serves a diverse portfolio of over 1,000 clients across 71 countries, almost always engaging with them directly without reliance on intermediaries. Our clients operate in a variety of industries. Our business with our clients is affected by both country-specific and industry-specific trends. Nagarro has been in existence since 1996 and became an independent listed publicly traded company in December 2020 by the German Transformation Act.

Nagarro Software Limited is the primary contracting entity for Nagarro's U.K. business though it often utilizes the services of its affiliates through service arrangements from around the globe. Most of our colleagues in the UK are working as per client requirements.

Modern slavery is exploitation of other people for personal or commercial gain and circumscribes slavery, forced labor and human trafficking. Like any other critical topics like Discrimination, Sexual Harassment or Conflict of Interest, Nagarro has a zero-tolerance approach to any form of modern slavery and is committed to ensuring effective systems through Nagarro's ethics and legal compliance programs running across business.

Risk Analysis

Nagarro's commitment to doing business ethically and with legal compliance is the foundation for the company's global culture and spread, which is shaped by being empathetic, respectful, and non-judgmental. At the same time, it is an acronym for six other core values i.e., Client-centric, Agile, Responsible, Intelligent, Non-hierarchical, and Global (CARING). Such values are part of our organization's DNA and reflect our unique culture. Our mission statement is 'To make distance irrelevant between intelligent people.'

Nagarro is an equal opportunity workplace. There shall be no discrimination against any person based on ethnicity, gender, marital status, pregnancy status, religious belief, sexual orientation, transgender identity or expression, age, world view, medical condition, disability, union affiliation or military veteran status. Nagarro is extremely strict regarding sexual harassment, defined as unwelcome sexual advances, visual, verbal, or physical conduct of a sexual nature.

Compared to other industries, the risk of bonded labor within our sphere of influence is rather minimal as an IT services company. Nonetheless, Nagarro remains watchful and proactive by developing

extensive procedures and offering training to ensure that we neither deal with nor support suppliers implicated in modern slavery practices.

Policies

Nagarro is dedicated to ensuring that all its global affiliates receive fair compensation and work reasonable hours in accordance with local laws, fostering a discrimination-free work environment. The company firmly opposes the use of child or forced labor and condemns any involvement in human trafficking. Nagarro is committed to not engaging with third parties that participate in such practices.

Aligned with its fundamental principles, Nagarro requires its suppliers to follow a thorough code of conduct. In order to guarantee adherence to the Modern Slavery Act, anti-human trafficking legislation, and other human rights regulations, suppliers must carefully evaluate their supply chains and business practices.

To foster transparency and address challenges, Nagarro actively encourages the use of its whistleblower policy. Everyone, including partners, contractors, and employees, can use the company's formal grievance redressal system, which offers a private forum for voicing complaints.

Whistleblowers' identities and interests are safeguarded by a strict nondisclosure policy. The organization takes reports of modern slavery very seriously and thoroughly investigates them.

Training

Nagarro provides mandatory training sessions and workshops to its employees on anti-slavery and anti-human trafficking, equipping them to identify and address such issues within the supply chain in compliance with applicable laws.

We take the following steps to guarantee that human trafficking and slavery are not present in any aspect of our supply chains or business:

- Informing suppliers about our Supplier Code of Conduct during the onboarding process through formal agreements.
- Conducting periodic quizzes as part of ongoing training to reinforce awareness.
- Ensuring all wages paid are above the minimum wage requirements as stipulated by local laws.

Further steps

We reiterate our commitment to zero tolerance towards modern slavery after evaluating the effectiveness of the steps we took this year to combat slavery and human trafficking within our company. To guarantee continued compliance and advancement in this crucial area, we shall keep an eye on things and evaluate the results of our initiatives.

This policy statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and serves as the slavery and human trafficking statement for Nagarro Software Limited for the year ending 2025.

Changes to this Policy: This policy will be reviewed periodically, and changes as required will be made from time to time.

For Nagarro Software Limited



Paul Kurt Haberfellner
Director