

MICROLAND LIMITED – MODERN SLAVERY ACT STATEMENT

Purpose of the Statement

This Statement is made by Microland Limited, pursuant to Section 54(1) of the UK Modern Slavery Act 2015, Section 3 of the Australian Modern Slavery Act 2018, and any other applicable Modern Slavery regulations for the year ending 31 March 2026. It demonstrates our ongoing commitment to identifying, preventing, and addressing all forms of modern slavery and human trafficking in our business operations and global supply chain.

Our Business

Microland is a pioneering IT Infrastructure services and consulting company headquartered in Bengaluru, India, with a proven track record of delivering tangible business outcomes for over 35 years. We provide next-generation technologies such as AI, automated operations, and platform-driven solutions, which drive operational excellence, agility, and productivity for organisations worldwide. Our team of over 4,100 experts delivers services across Asia, Australia, Europe, the Middle East, and North America, offering cutting-edge solutions in networks, cloud, data centres, cybersecurity, services management, applications, and automation. We operate a transparent and values-driven model with policies anchored in human rights, anti-discrimination, and ethical compliance.

Our Supply Chain

Microland engages suppliers in three categories i.e. (i) People Services : Contractors and specialist agencies providing skilled resources. (ii) Facility Services – Providers of security, transport, and workplace services (iii) Product Vendors – Technology and equipment suppliers including OEMs and distributors.

Policies and Processes

Microland has a zero-tolerance approach to any form of modern slavery. We are committed to treating everyone fairly and equally, creating a workplace and business environment that is open, transparent, and trusted. Our policies and procedures relating to the prevention of modern slavery are drafted in accordance with our culture and values and comply with applicable Modern Slavery legislation.

At Microland, we acknowledge our responsibility and are committed to identifying and minimising the risk of slavery and human trafficking occurring within our supply chains and in all areas of our business.

Our policies, listed below, communicate our expectations to all those who have or seek to have a business relationship with Microland:

CODE OF BUSINESS CONDUCT AND ETHICS: The code provides that all employees should be treated with respect, and, more specifically, it states that Microland is committed to adhering to applicable laws and ensuring a safe and harassment-free workplace.



RECRUITMENT POLICY: We have a robust recruitment policy, including conducting checks for eligibility to work in the applicable geography and to safeguard against human trafficking or individuals being forced to work against their will.

SUPPLIER CODE OF CONDUCT: Microland Suppliers must adhere to our ethical standards and ensure compliance to Microland's Supplier Code of Conduct (<https://www.microland.com/supplier-code-of-conduct>). Our Supplier code of conduct mandates upholding human rights and compliance to applicable labour laws, including those relating to slavery, forced or involuntary labour, child labour, wages, working hours and working conditions.

WHISTLEBLOWER MECHANISM: Microland's whistleblower policy (<https://www.microland.com/whistleblower-or-ombuds-policy>) provides a grievance redressal mechanism to encourage reporting of concerns/violations of its Code of Business Conduct and Ethics, policies, and laws including those related to slavery or human trafficking without fear of retaliation.

MODERN SLAVERY ACT POLICY: This policy sets out Microland's position on Modern Slavery in consistence with the legislation. We continue to identify ways to improve employee and supplier awareness of our commitment to respect human rights and efforts to prevent modern slavery and human trafficking.

Due Diligence

As part of our responsible supply chain efforts, we undertake the following:

- During onboarding, the Supplier Code of Conduct is incorporated into all supplier agreements and must be signed by the supplier. The Code prohibits forced or child labour, bonded labour, trafficking, and unsafe working conditions.
- Through our contractual agreements, we require all suppliers to comply with applicable local laws and regulations
- Our relationships with suppliers are based on their adherence to our expectations of ethical business behaviour and compliance with local laws and our policies.
- We are dedicated to promoting practices that help prevent slavery and human trafficking within our business operations and throughout our supply chain and will not tolerate such activities either within the supply chain or any part of our business.
- We closely monitor our people suppliers in India at regular intervals for payment of minimum wages and social security contributions. Where gaps are identified, corrective action plans are raised and monitored to closure.
- We have systems in place to encourage the reporting of concerns and the protection of whistleblowers, as set out in our Whistleblower Policy.
- The Risk & Compliance, Legal, Human Resources, and Global Procurement functions periodically review risks associated with the supply chain, including



compliance with Modern Slavery legislation and other human rights requirements.

- We are a signatory of the UN Global Compact (UNGC), which confirms our commitment to the Ten Principles of the United Nations in the areas of human rights, labour, environment, and anti-corruption.

Risk Assessment

While the core IT services sector is considered relatively low risk for modern slavery, Microland remains vigilant with respect to third-party contractors, services in high-risk geographies, and facility or outsourced roles. Suppliers in identified high-risk segments are subject to enhanced diligence and continuous oversight.

Our primary areas of focus are as set out below:

Risk Area	Risk Level	Key Mitigating Controls
Agency and contract workers	Medium-High	Right-to-work checks; supplier due diligence; periodic labour compliance reviews
Facility service providers	Medium	Supplier Code of Conduct compliance; oversight activities; whistleblower channel access
Technology suppliers	Low-Medium	Supplier onboarding reviews and Supplier Code of Conduct acceptance

No confirmed instances of modern slavery, forced labour, or human trafficking were identified within Microland's workforce or direct supply chain during FY2025-26.

Training and Awareness

Microland conducts training programmes for procurement and HR teams, vendor managers, and frontline staff in supply-chain oversight roles to create awareness of modern slavery and human trafficking. Training covers modern slavery indicators, reporting obligations, and responsibilities under applicable UK and Australian legislation.

Measuring Effectiveness

We use the following key performance indicators to help us measure the effectiveness of the steps undertaken to address modern slavery and human trafficking across our supply chains:

- Contractual requirements for Supplier to comply with our Supplier Code of Conduct
- Grievance disclosures and resolution outcomes
- Action taken on any non-compliance



Engagement and Consultation

We have ongoing consultations with stakeholders across functions and geographies to continue to identify ways to improve employee and supplier awareness and drive compliance with our commitment to respect human rights and prevent modern slavery and human trafficking.

This includes input from Risk & Compliance, Legal, Human Resources, Global Procurement, Business Leadership, and Regional and Country Management Teams. Microland Australia Pty Ltd and other relevant group entities contributed input on local supply chain risks, regulatory obligations, due diligence practices, and workforce and contractor arrangements.

Board Approval

This Statement was approved by the Board of Directors of Microland Limited on July 24, 2026.



Pradeep Kar

Chairman and Managing Director
Microland Limited