



The Modern Slavery Act Transparency Statement 2020

Version 1.0



1. Introduction

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and in relation to Cigniti Technologies Inc and its subsidiary companies:

Company Name	Location	Type	Registration Number
Cigniti Technologies Limited	India	Holding Company	CIN-L72200AP1998PLC030081
Cigniti Technologies Inc.	USA	Subsidiary	EIN 47-1176261
Cigniti Technologies Canada Inc.	Canada	Subsidiary	BC 096 1832
Cigniti Technologies (UK) Ltd	UK	Subsidiary	CIN - 898 9957
Cigniti Technologies (Australia) Pty Ltd	Australia	Subsidiary	ABN - 22169616700
Gallop Solutions Private Limited	India	Subsidiary	CIN-U72400TG2005PTC045529
Cigniti Technologies Limited, Dubai Branch	Dubai	Overseas Branch	Trade License 3732
Cigniti Technologies Limited, SA Branch	SA	Overseas Branch	2015/451494/10

Cigniti know modern slavery can exist in any industry and though not legally obliged to comply with the act understand morally it is the right thing to do. Our first statement shows our current state and planned actions. We at Cigniti are committed to evolving our practices to combat slavery and human trafficking and encourage the same standards from our business partners and suppliers. No breaches of the Modern Slavery Act 2015 have previously been reported.

This statement has been approved by C V Subramanyam, the Chairman & MD of the supervisory board of Cigniti Technologies Limited.

2. Company Structure

Established in 1998, Cigniti are Global Leaders in Independent Quality Engineering & Software Testing Services, headquartered in Hyderabad, India and publicly listed on the Bombay Stock Exchange.

Cigniti employs over 2500+ experienced professionals who are spread across India, USA, Canada, UK, Australia and South Africa, working in delivery, sales, marketing, finance, ICT, HR, Corporate service and process functions.

Cigniti is the world’s first Independent Software Testing Services Company to be appraised at CMMI-SVC v1.3, Maturity Level 5, and is also ISO 9001:2015 & ISO 27001:2013 certified.

Cigniti’s test offerings include Quality Engineering, Advisory & Transformation, Digital Assurance, and Quality Assurance solutions.

3. Company Values

The acronym **CAPITAL** refers to the values of our “people capital” to guide our behaviors. Cigniti expect employees and suppliers to conduct themselves in compliance with our values and business conduct policies:

Collaborative: understanding client’s goals and working together to achieve a common goal across functions, geographies and culture

Assertive: confidently expressing one’s thoughts and feelings in a positive manner

Passionate: demonstrating enthusiasm for work through action

Innovative: constantly creating better services, processes, technologies or products to improve quality

Transparent: communicating in an open fashion without hidden agenda

Accountable: taking responsibility for one’s actions

Learning: continuously acquiring, new knowledge, behavior and skills

4. Employees

Recruitment: Cigniti have an in-house Talent Acquisition team, based in Hyderabad, India, who deal with recruitment across all our global locations. They operate a rigorous recruitment selection process for all hires including obtaining proof the individual has the right to work in the country where they will be employed.

Background verification checks: Cigniti is committed to ensuring that its Quality Engineering & Software Testing Services are supported by qualified Professionals, and that its partners/vendors (Client) are safe. Background checks are conducted for Pre and Post employment.

Wages: All employees are paid at least the minimum wage applicable for the geography where they are based and the law of the land. Cigniti offers its employees competitive compensation, special perks, paid certifications, health benefits, professional growth opportunities, travel, and individual performance recognition.

Working hours: At Cigniti we are compliant with the working hour standards laid out by local authorities. We support our employees with flexible working environment to stay engaged in order to continue delivering the highest quality services our clients expect.

Secondments: Cigniti have a dedicated, experienced, in-house Global Mobility team based in Hyderabad, India, who work with our immigration lawyers to ensure all employees who are seconded abroad have the correct work visa applicable to the country they are seconded to.

Cigniti Code of Business Conduct: All colleagues are guided by our code of business conduct. Cigniti are committed to ethical and lawful business conduct and perceive it as critical to our company's success. CCOBC, is designed to outline the basic standards we seek to adhere to in our work and is intended to be a guide to doing business "the Cigniti way".

The policy, is available to all our employees, directors, leaders and representatives, including all agents, consultants, independent contractors, and suppliers of Cigniti. All are responsible for knowing, understanding and complying with our Cigniti Code of Business Conduct.

Colleagues and suppliers are encouraged to report any suspected violation of the law or company policies via our dedicated email address reach2resolve@cigniti.com

5. Supply Chain

Cigniti believe the risk of modern slavery in our supply chain is low compared to other industry sectors. However, we do not intend to be complacent and will work to improve our policies and procedures to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Cigniti do not manufacture products, nor do we usually procure any products for clients. Following is the majority of Cigniti procurement spend based on FY 2018-19 consolidated financial; the employee (payroll) expense is 68% of total expense and sub-contacting (manpower consultants) fees is around 14%, followed by travel (4%) and rent utility (3%).

6. Plans for the next financial year

During the Financial Year 2020-2021, where we identify it is necessary, Cigniti will make improvements to our procurement processes and undertake appropriate due diligence checks on suppliers of goods and services, requiring commitment on anti-slavery and human trafficking.

We have included an e-training module on Modern Slavery and Human Trafficking in our mandatory trainings. All employees are required to complete the e-training once in a year.

Signed:



C V Subramanyam
Chairman and MD