MODERN SLAVERY POLICY

1. Introduction

MPS Limited ("the Company") its subsidiaries and branch offices (here-in-after called as "the Company" or "MPS Group"), reaffirms its commitment to ethical conduct, human rights, and responsible business practices in all areas of its operations. This Modern Slavery and Human Trafficking Statement is issued in accordance with applicable legislation and outlines the measures undertaken during the financial year ending 31st March 2026 to prevent modern slavery, forced labour, and human trafficking in our operations and supply chain.

2. Organisational Structure and Business Activities

MPS Limited is a global provider of digital publishing, content development, and technology-enabled solutions for the publishing, education, and corporate learning sectors. The Company operates across multiple jurisdictions, employing a diverse workforce and engaging with numerous vendors, suppliers, and partners.

Our operations include:

- Content creation and editorial services.
- Software development and digital transformation.
- Publishing workflow and platform services.
- Customer support and managed services.

Our supply chain spans service providers, IT suppliers, freelance consultants, facilities management companies, and other third-party vendors.

3. Governance and Accountability

Responsibility for overseeing our Modern Slavery Statement lies with our Board of Directors. Operational accountability rests with designated compliance and procurement teams, who are responsible for implementation, monitoring, and reporting.

We have established internal controls, reporting lines, and mechanism to address any concerns related to unethical labour practices.

4. Policies and Internal Controls

We have adopted a range of formal policies that reflect our commitment to preventing modern slavery, including:

- **Code of Conduct**: Articulates our expectations for ethical behaviour, legal compliance, and respect for human rights.
- **Whistle Blower Policy**: Enables employees and external stakeholders to confidentially report concerns, with protection from retaliation.
- **Diversity, Equity, and Inclusion Policy**: Reinforces our commitment to treating all individuals with dignity and respect.

5. Due Diligence and Risk Management

We undertake a risk-based approach to assess the presence of modern slavery risks within our operations and supply chains. Our due diligence process includes:

- Pre-qualification and screening of suppliers based on geographical and sectoral risk factors.
- Reviewing supplier documentation, such as labour policies, audits, and certifications.
- If needed, we may include specific clauses related to modern slavery in supplier contracts.

6. Training and Capacity Building

Awareness and education are critical to identifying and responding to modern slavery risks. We have implemented the following training measures:

- Onboarding training for new employees on ethical business conduct and human rights awareness.
- Annual refresher courses and compliance updates for relevant employees, particularly in procurement, HR, and operations.

7. Remediation and Incident Management

If a risk or incident of modern slavery is identified, the Company will:

- Investigate the concern through internal or independent reviews.
- Engage with affected suppliers or stakeholders to develop corrective action plans.
- Support remediation efforts, which may include disengaging from non-compliant suppliers.
- Cooperate with law enforcement or regulatory authorities if applicable.
- Ensure that affected individuals are supported in accessing remedy, where possible.

8. Continuous Improvement and Future Actions

We recognize that addressing modern slavery requires ongoing vigilance and continuous improvement. Our forward-looking actions include:

- Strengthening supplier and onboarding protocols.
- Periodically reviewing and updating all relevant policies and procedures.
- Increasing transparency in our reporting and expanding our disclosures year on year.

9. Review and Approval

This statement is reviewed and approved annually by the Board of Directors. It is published in accordance with the applicable legal obligations in the jurisdictions in which we operate.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year ending 31 March 2026.

Rahul Arora

Digitally signed by Rahul Arora
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