

Persistent Systems Limited

- \ Persistent Systems Limited and its group Companies (“Persistent”) are strongly committed to supporting and maintaining the highest standards of ethical conduct and respect for human rights.
- \ Persistent will continue to review and enhance as appropriate our efforts to prevent human trafficking and other misconduct within Persistent or by any of its other stakeholders

Summarizing Slavery and Human Trafficking

- \ **What is Slavery?** : Slavery is a system that includes forced labor in which people are held against their will
- \ **What is Human Trafficking?** : Human Trafficking involves the illegal transport of individuals by force or deception for the purpose of labor, sexual exploitation, or activities in which others benefit financially. Human trafficking is a global problem affecting people of all ages.
- \ **Examples of Human trafficking:** When considering your answer, were the three components present - the act, the means and the purpose?
 1. The act - Individual was recruited
 2. The means - through deception he was promised a paying job.
 3. The purpose - free labor
- \ **How do we determine if someone is in slavery?**

Here are some questions to ask yourself that may help you decide:

 1. Are they being forced to work either by mental or physical threat?
 2. Are they owned or controlled by an 'employer' and suffering emotional or physical abuse, or the threat of abuse?
 3. Are they dehumanized, treated as a commodity, or bought and sold as 'property'?
 4. Are they physically constrained or have restrictions placed on their freedom of movement?

Reporting Violations and/or Concerns

- \ Persistent expects and asks its employees and any associated persons in this regard (whether any agencies or outsiders) to raise any concerns regarding any actual or potential violations of law, regulations or this policy.
- \ They must report their concerns immediately to whistleblower@persistent.com; or
For offline complaints: Ms. Anuja Ramdasi-Head – Internal Audit- Ph. No.: (020) 6746 2094; e-mail ID: anuja_ramdasi@persistent.com
- \ [Click here](#) to access Persistent' s Anti Human trafficking policy