

Modern Slavery and Human Trafficking Policy

1. Purpose

TalentAxisPro Private Limited is committed to upholding the highest ethical standards in its operations and supply chains. This policy aims to ensure that modern slavery, human trafficking, forced labor, and exploitative practices have no place within our organization or among our business partners

2. Scope

This policy applies to all employees, consultants, contractors, interns, suppliers, and third-party partners of TalentAxisPro Private Limited, regardless of location.

3. Our Commitment

- We do not tolerate any form of slavery, forced or bonded labor, or human trafficking in any part of our business or supply chain.
- We are committed to identifying, preventing, and addressing risks of modern slavery.
- We expect the same zero-tolerance approach from all entities with whom we do business.

4. Definitions

- **Modern Slavery:** Encompasses slavery, servitude, forced labour, debt bondage, and human trafficking as defined by international human rights conventions.
- **Human Trafficking:** The recruitment, transportation, transfer, or harbouring of persons by improper means for an exploitative purpose.

5. Due Diligence and Risk Management

- We assess risk areas in our operations and supply chains, especially when working in or sourcing from high-risk regions or industries.
- Suppliers and contractors are required to comply with this policy through our Supplier Code of Conduct.
- Any red flags or suspicious practices must be reported and investigated immediately.

6. Training and Awareness

- Employees involved in procurement, HR, and compliance receive training to identify and mitigate risks related to modern slavery.

- Awareness programs are conducted periodically to reinforce ethical practices and reporting mechanisms.

7. Reporting and Whistleblowing

- Suspected breaches of this policy should be reported to compliance@talentaxispro.com.
- All reports are treated confidentially, and there will be no retaliation against individuals who report concerns in good faith

8. Breach of Policy

- Violations may result in disciplinary action, including termination of employment or contracts.
- We reserve the right to terminate relationships with third parties who do not comply with this policy.