



**The Modern Slavery Act  
Transparency Statement 2022**



## 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	0898 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 Technologies (CZ) Limited	Czech Republic	Subsidiary	ID No. 109 86 731
Cigniti Technologies (SG) PTE. LTD	Singapore	Subsidiary	UEN : 202115512Z

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, Dubai, South Africa, Czech Republic and Singapore, 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 and are required to undertake refresher training annually.

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

## 5. Supply Chain

Cigniti do not manufacture products, nor do we usually procure any products for clients, therefore, 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.

## 6. Plans for the next financial year

Cigniti will continue to monitor and 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.

Signed:



C.V. Subramanyam  
Chairman and MD