



T-Systems Limited

Slavery and Human Trafficking Statement 2025

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Introduction

This document is published in accordance with the Modern Slavery Act 2015, Part 6, Transparency in Supply Chains etc. and constitutes T-Systems Limited's (hereinafter "**T-Systems**") slavery and human trafficking statement for the year ending 31 December 2024.

T-Systems in no way accepts modern slavery or human trafficking in our organisation or in our supply chain.

T-Systems' Code of Conduct and Code of Human Rights and Social Principles sets out the standards expected of all staff, and opposes illegal and inhumane behaviour practices, including slavery, servitude, forced or compulsory labour and human trafficking. The Code of Conduct and Code of Human Rights and Social Principles makes clear that we support universal human rights, including equal employment, freedom of speech and of association, and cultural, economic, and social well-being.

T-Systems management openly discusses the topic of Modern Slavery with its employees and emphasises the importance of adherence to the code. It is also ensuring transparency within its Suppliers and ensures that they sign up to relevant contractual clauses and our Code of Conduct. Whilst the reputation of T-Systems and the trust and confidence of our customers and stakeholders is central to the continued success of our business, we are committed to ensuring that the operation of this business is not founded on any elements of Modern Slavery.

Section 54(2) of the Modern Slavery Act 2015 governs the activities of T-Systems.

Organisational Structure

T-Systems Limited, a private limited company incorporated in England and Wales, is a wholly owned subsidiary of T-Systems International GmbH; both are members of the Deutsche Telekom AG (“**DTAG**”) Group of companies.

As a subsidiary of DTAG Group, T-Systems provides IT services to customers locally and internationally. The services delivered are provided locally or in collaboration with other DTAG Group companies and/or with our external partner eco-system.

T-Systems does not participate in the manufacture of any goods.

The T-Systems’ Board of Directors takes its commitments to preventing modern slavery and protecting human rights very seriously and has responsibility for producing this statement.

The Compliance, Finance, HR, Legal, Marketing, and Procurement functions—as well as all senior management—are responsible for ensuring that the Company meets these standards, protects its workers, and identifies and appropriately mitigates risks. All employees across the organisation share responsibility for adhering to the standards outlined in this statement.

Our employees are at the heart of our business and help drive T-Systems continued success. Most of the T-Systems workforce are highly skilled full-time employees. We treat our employees in a fair, lawful, and professional manner and provide for fair working conditions, including health and safety, holiday entitlements and benefits.

The following steps also ensure that we treat our employees well and mitigate any risks associated with modern slavery:

- We make sure our employees are aware of their contractual and statutory employment rights.
- Overtime is allowed for certain roles, but it is not excessive. Where overtime is required, this is considered and pre-approved by a line manager.
- We are committed to providing equal opportunities for all candidates and employees.

Policies in Relation to Slavery

T-Systems has published a UK Modern Slavery Act policy.

All members of the DTAG Group operate in accordance with the DTAG Code of Conduct, DTAG Code of Human Rights and Social Principles and the DTAG Supplier Code of Conduct. These taken together reflect the group's commitment to behaving ethically and conducting itself with integrity in all our business relationships. We have a zero-tolerance approach to abuse of human rights and to ensuring that measures are in place to recognise and prevent Modern Slavery.

DTAG operate a whistle-blowing policy, "Tell Me", which encourages employees to confidentially report any wrongdoing in relation to Modern Slavery and all reports are fully investigated and appropriate remedial actions taken where necessary.

Due Diligence Processes

As part of the due diligence processes for on-boarding suppliers, a review of the controls connected to slavery and human trafficking undertaken by the supplier will always be conducted. T-Systems will not support or deal with any business knowingly involved in slavery or human trafficking.

T-Systems' Vendor Service Agreement has a Modern Slavery Act clause which suppliers must agree to when they sign up to T-Systems' contracts. Any supplier who signed a contract has confirmed their acceptance of the clause.

Within T-Systems' Request for Proposal (RFP), a prospective supplier must confirm that they are acting in accordance with the requirements of the Modern Slavery Act to be able to continue in the tender process.

Ongoing Risk Assessment

All providers of goods or services to T-Systems are required to provide a copy of their own slavery and human trafficking statement and these are kept on file.

T-Systems subscribe to the National Living Wage. T-Systems actively contracts for personnel support on this basis.

Given the nature of our business, we consider ourselves to be at minimal risk of the potential for modern slavery or human trafficking.

Furthermore, our revenues are predominantly derived from countries deemed

minimal risk by conventional sustainability indices, such as The Global Slavery Index (<https://www.walkfree.org/resources/>).

Training on Slavery and Human Trafficking

Upon the implementation of the Modern Slavery Act 2015, all existing employees and contractors of the Company were required to complete a bespoke training module on slavery and human trafficking through the DTAG's online training platform, "HR Suite." In 2024/25, the obligations under the Act, along with subsequent developments, were re-communicated to staff during a formal company-wide session. A refresher training, delivered in video format, is also made available and it is recorded that 67% of employees have completed this training.

Steps to Measure Effectiveness

Periodic reminders of the Company commitment to Modern Slavery are sent out by e-mail to employees and published on our Intranet.

Continuous Diligence

T-Systems continues to operate a zero-tolerance approach to modern slavery and human trafficking in our organisation and in our supply chain, and commits to:

1. Identify, assess, and monitor potential risk areas in our own business and our supply chains and taking appropriate action.
2. Ensure an elevated level of understanding of the risks of slavery and human trafficking by providing advice and training to our employees.
3. Providing continuous training with respect to slavery to all employees.

Approval

This statement has been approved by T-Systems Limited Board of Directors on the 10th of June 2025 and signed by all the Officers of the Company.

It is publicly available on our website at:

<https://www.t-systems.com/gb/en/modern-slavery-act-policy>

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