



T-Systems Limited

Slavery and Human Trafficking Statement 2022

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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 2021.

Section 54(2) of the Modern Slavery Act 2015 governs the activities of T-Systems. T-Systems regularly and actively communicates the importance of adherence to Anti Slavery to its employees.

T-Systems and will continue to advocate and ensure transparency within T-Systems itself and with suppliers of goods and services to T-Systems.

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 operations of this business is not founded on any elements of Modern Slavery.

Organisational Structure

T-Systems, registered in England, is a wholly owned subsidiary of T-Systems International GmbH; both are members of the Deutsche Telekom AG (“DTAG”) Group of companies.

T-Systems is a provider of IT services to customers both in the locally and internationally. The services delivered are provided entirely locally or with the collaboration of other DTAG Group companies and/or with the use of our external partner eco-system.

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

Policies in Relation to Slavery

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

Additionally, 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 groups 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

All our supplier contracts contain a requirement for our Suppliers to adhere to the Modern Slavery Act 2015. At the very onset of taking on new Suppliers, the Suppliers are vetted using an external e-conformance tool and have to also confirm that they have anti-slavery procedures and practices in situ.

T-Systems will not support or deal with any business knowingly involved in slavery or human trafficking.

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

Training on Slavery and Human Trafficking

When the Modern Slavery Act 2015 was first implemented all current T-Systems staff and contractors were required to undertake a bespoke slavery and human trafficking training module within the DTAG on-line training facility "HR Suite". To accommodate changes in staff, that training module is re-run periodically, the most recent being 2021, and have during the pandemic regularly spoken on the topic in our weekly 'Campfire' sessions with all UK Staff. Records are kept of those employees completing the training.

Steps to Measure Effectiveness

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

Continuous Diligence

T-Systems commits to continue to:

1. Identify, assessing and monitoring potential risk areas in our own business and our supply chains and taking appropriate action.
2. Ensure a high level of understanding of the risks of slavery and human trafficking by providing advice and training to our employees.

Approval

This statement has been approved by T-Systems' Board of Directors on 29th April 2022. 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>

DocuSigned by:

Jesper Kryhlmand

03 June 2022 | 18:44:05 CEST

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Jesper Kryhlmand – Director

DocuSigned by:

Julian Hartung

24 May 2022 | 09:13:35 PDT

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Julian Hartung – Director

DocuSigned by:

Thomas Deeg

25 May 2022 | 17:10:50 CEST

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Thomas Deeg – Director

DocuSigned by:

Jeevan D'Silva

25 May 2022 | 04:00:27 PDT

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Jeevan D'Silva – Company Secretary