



modern slavery statement

Movate's commitment to its workforce,
the community and the ecosystem of partners
and suppliers.

Financial Year Ending: **31 March 2025**

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Dear Stakeholders,

At Movate, leadership is not measured solely by technological excellence or operational growth. It is defined by the ethical foundations that guide our conduct and shape our relationships. As a global enterprise operating across diverse jurisdictions and industries, we bear a profound responsibility to uphold human dignity in all aspects of our business.

Movate's Modern Slavery Statement is more than a compliance document. It is a formal declaration of our enduring commitment toward eradicating forced labour, servitude, and human trafficking. Our reach extends beyond our direct operations. It touches every node of our supply chain, every partner relationship, and every community we engage.

**Our people
are educated to
act with integrity.**

**Our suppliers
are selected for
their commitment to
lawful and ethical
operations.**

**Our governance
structures
are continuously refined to
ensure rigour,
consistency, and
transparency.**

We continue to strengthen our policies, training, audit procedures, and escalation mechanisms in alignment with global best practices and our obligations under the following Modern Slavery Acts.



This statement is both **retrospective and forward-looking**. It outlines the progress we have made and the principles that will guide us in the years ahead. I invite every stakeholder to read and treat this document as a clear expression of Movate's values and as a reaffirmation of our unyielding commitment to ethical business.



Sunil Mittal
Chief Executive Officer, Movate

Modern slavery continues to be a pressing human rights issue within the global economy.




executive commitment and statement purpose

Across complex and multilayered supply chains, there remains a risk that vulnerable individuals may be exposed to unethical labour practices that compromise their dignity and freedom.

At Movate, we recognize that our responsibility extends beyond legal compliance — addressing modern slavery risks is an essential part of our role as a global employer, a responsible AI-driven CX and technology services provider, and an ethical business partner. We are committed to strengthening our governance, supplier practices, and employee awareness in line with international human rights standards.

This Modern Slavery Transparency Statement has been prepared in accordance with **Section 54 of the United Kingdom Modern Slavery Act 2015 and Section 3 of the Australian Modern Slavery Act 2018**. It outlines the actions taken by Movate and its subsidiaries during the financial year ending 31 March 2025 to identify, mitigate,

and prevent risks associated with modern slavery and human trafficking.

Movate's **commitment** to ethical conduct is embedded in its **Environmental, Social, and Governance (ESG)** framework. 

Our **governance** model ensures that all aspects of compliance, procurement, risk management, supplier engagement, and human resources align with internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Core Conventions.

Through detailed policies, contractual enforcement, targeted audits, and mandatory training, Movate promotes a culture of awareness and accountability. Our approach prioritises **vigilance and continuous improvement**, both within our internal systems and across our supplier relationships.

This statement reflects our determination to lead by example. It affirms our position as an organisation committed to **fairness, equity, and the eradication of modern slavery in all its forms**.

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about movate

A human-centered
technology & experiences
company



about movate

Movate is a digital technology and customer experience services company committed to disrupting the industry with boundless agility, human-centered innovation, and a relentless focus on driving client outcomes. Recognized as one of the most awarded and analyst-accredited companies in its revenue range, Movate helps ambitious, growth-oriented companies across industries stay ahead of the curve by leveraging its world-class talent of over

12,000+
full-time Movators across
21
global locations and
a gig network of
thousands of technology
experts across
60
countries, speaking
over 100 languages.

Movate is a human-centered technology and experience company focused on redefining business operations and customer engagement through agile, cloudfirst delivery models, advanced automation, AI-powered platforms, and outcome-led innovation.

W(AI)VE™ of transformation is Movate's vision for the AI-driven future—a strategic approach that empowers global enterprises to accelerate growth, disrupt their industries, and challenge the boundaries with cutting-edge AI innovation.

[Read more.](#)



about movate



Silver GLOBEE® Award – “AI for Sales”

Awarded in July 2025 at the 20th Annual GLOBEE® Awards for Technology—honoring Movate’s AI powered Sales Agent Assist for boosting sales conversions, agent efficiency, customer satisfaction, and more



Gold Titan Innovation Award – Best Artificial Intelligence Technology Innovation

Awarded in April 2025 under the “Innovation in Technology” category for Movate’s AI driven Sales Agent Assist, highlighting real time insights, predictive analytics, and GenAI to support smarter sales operations

75+
International awards

awards

300+
Analyst recognitions



NelsonHall NEAT Conversational Commerce – Sales Capability / Retention / Overall Leader

In June 2025, positioned as a Leader across multiple quadrants (Sales Capability, Retention Capability, and Overall) in NelsonHall’s first-ever NEAT assessment for Conversational Commerce, based on capabilities in GenAI powered sales, lead scoring, and intelligent agent aids.



Gold Award – Excellence in ESG

Awarded on April 30, 2025, at the Corporate Excellence Conference and Awards hosted by iNFHRA, recognizing Movate’s leadership in sustainable and ethical governance practices.



HFS Horizons Generative Enterprise Services 2025 – Horizon 2 Enterprise Innovator

In January 2025, Movate has been acknowledged as an Enterprise Innovator (Horizon 2) in the HFS Horizons Generative Enterprise Services 2025 report. The ranking highlights Movate’s strength in leveraging GenAI/AI to enhance efficiency, boost productivity, reduce costs, and seamlessly integrate customer experience across all personas and functions.

For more information, visit our [awards](#) page and [analyst recognitions](#) page.

**Analyst recognitions from 2019-2024. *Global awards from 2019-2024.*

Our services

Movate offers an integrated suite of services that covers Digital Infrastructure Services, Digital Engineering & Insights, AI & Data Services, Enterprise Product Services, Digital Customer Experience, Revenue Acceleration – Movate SalesEdge.

Digital Infrastructure Services



Digital Engineering Services



Enterprise Product Services



Digital Customer Experience



AI & Data Services




Movate SalesEdge



Movate AI - Proprietary digital platforms and IP



 **movate**
Edison
CX Transformation Platform

 **movate**
Contelli
IT Automation Platform

 **movate**
Insights
Analytics & Insights Platform

directly
OnDemand
A Movate Company
Next-Gen On-demand Platform

Strategic technology alliances



about movate

identity & ambition

Movate comes from the two words,

MOMENTUM
AND **INNOVATE.**

Together this signals a company that puts speed, agility, innovation, and disruption in every aspect of its business and operations. The name has a natural sense of motion, i.e., ‘momentum’ will always signal an agile brand in motion. And ‘innovate’ represents our boundless creativity in solving complex challenges.

Purpose, vision & mission

Purpose

Empower businesses to achieve greatness faster through technology and human ingenuity.

Vision

Build a distinctive, technology-led services enterprise that delivers transformative business outcomes.

Mission

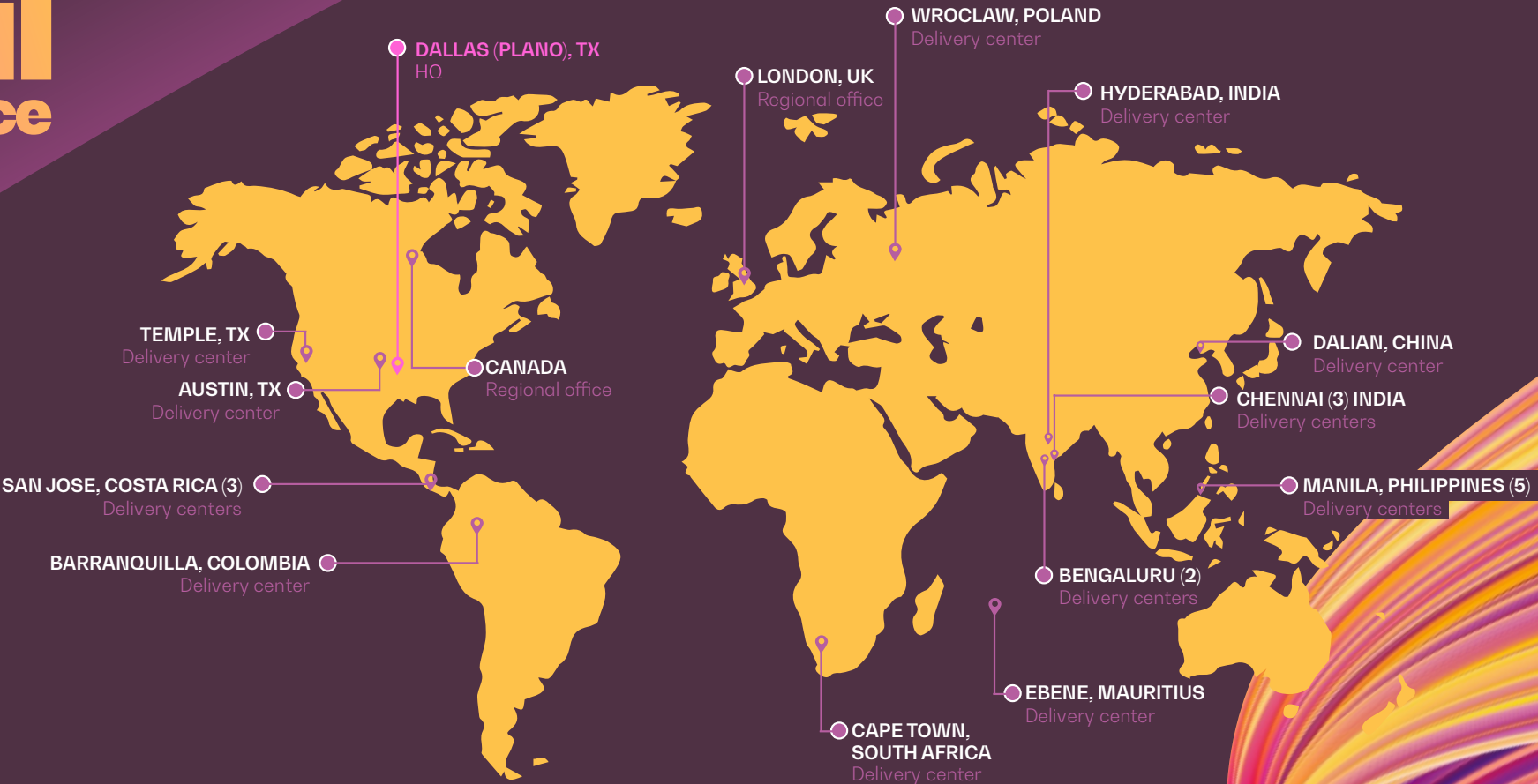
Foster operational excellence through customer-centric approaches and continuous digital innovation.

about movate

global presence

Over
12,000
Movators &
8,000+
Flex Experts

Across
5
Continents



English Arabic Bahasa Indonesia Bahasa Malay Brazilian Portuguese Canadian French Cantonese Czech Dutch French German Hungarian Indian Languages
Italian Japanese Korean Mandarin Polish Portuguese Russian Slovakian Spanish Tagalog Turkish Ukrainian

about movate

what we believe in

dare to excel

Excellence

We will be passionate about achieving the highest standards of quality through continuous improvement.

respect people

Respect

We will value 'diversity', build an environment of trust and inclusivity that treats every person with respect.

These values are embedded into our operational frameworks, employee code of conduct, and supplier engagement processes.

600
suppliers and partners
worldwide.

Movate's organisational culture is anchored in our DREAM values:

emulate integrity in all dealings

Integrity

We will be Fair, Honest, Transparent and Ethical in all our transactions.

make customer success our top priority

Customer Success

We will be committed to consistently exceed customer expectations.

agility in everything we do

Agility

We will challenge the status quo with an open mind, focus and speed.



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human rights & governance



human rights & governance

Movate's approach to human rights governance is founded on the belief that

businesses must act as custodians of dignity, safety, and equality.

Our human rights framework is aligned with internationally recognised standards, including the **United Nations Guiding Principles** on Business and Human Rights, the International Labour Organization's Core Conventions, and the Ten Principles of the United Nations Global Compact, of which Movate is a signatory.



We acknowledge that the risk of modern slavery is not limited to any one sector or geography. It is a pervasive global challenge that demands sustained attention and robust structural safeguards. To address this, Movate has instituted a governance structure led by the executive leadership team.

This includes representatives from Legal, Compliance, Procurement, Human Resources, Finance, Operations, and Business Strategy.

Our human rights policy defines Movate's enterprise-wide commitment to core rights, including the prohibition of forced labour, the freedom of association, the right to fair compensation, access to collective bargaining, a safe and healthy working environment, and equal opportunity. This policy is applicable not only to direct employees but also to contractors, temporary workers, and any third party operating within our organisational ecosystem.

We ensure that this **policy is integrated into everyday practice** through mandatory employee onboarding, scheduled refresher training, and quarterly awareness programmes. These measures are designed to embed ethical literacy and promote accountability throughout the organisation.

Our governance efforts are **subject to external validation**. Movate aligns its human rights due diligence processes with client-driven audits, international compliance frameworks, and voluntary disclosures through ESG and sustainability platforms. These assessments provide independent insight into our practices and help elevate our governance maturity year after year.

By embedding human rights into our organisational DNA, Movate ensures that respect, fairness, and accountability are not theoretical ideals. They are **principles that govern how we work**, who we partner with, and how we respond when human dignity is at stake.

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policies & codes



policies & codes

Movate's commitment to ethical operations is anchored in a comprehensive and evolving framework of internal policies and codes.

These instruments govern all dimensions of employee behaviour, supplier expectations, leadership accountability, and third party engagements.

Movate's commitment to ethical operations is anchored in a comprehensive and evolving framework of internal policies and codes. Far from being static declarations, these policies are dynamic and integrated into the operational, cultural, and compliance architecture of the organisation.



Movate code of conduct

The Movate Code of Conduct establishes expectations of professionalism, transparency, fairness, and integrity. It prohibits harassment, discrimination, misuse of authority, and unethical influence. The code positions every Movator as a guardian of the organisation's ethical identity and cultural promise.



Supplier code of conduct

This code mandates full compliance with both local and international labour laws. It prohibits child labour, human trafficking, forced labour, and unethical recruitment practices. Suppliers are required to ensure workplace safety, respect worker rights, and avoid document withholding or improper deductions. Crucially, suppliers must cascade these standards to all subcontractors to maintain compliance throughout the supply chain.



Anti-harassment and Anti-discrimination Policy

This policy prohibits all forms of verbal, physical, psychological, and sexual harassment. It mandates accessible grievance pathways and managers are trained to detect early indicators of workplace risk. Violations are met with disciplinary action, irrespective of seniority.



Whistleblower Policy

This policy empowers employees and stakeholders to report concerns related to forced labour, human rights violations, or supplier misconduct through secure channels. All reports are investigated impartially and tracked until resolution. Retaliation is prohibited and anonymised findings are shared organisation wide to promote accountability.



Human rights policy

This policy outlines non-discrimination, safety, living wages, freedom of association, and access to grievance redressal. It is reviewed annually and embedded in both employee onboarding and vendor contracts.



Anti-bribery and corruption policy

This policy prohibits improper inducements and requires full disclosure of potential conflicts of interest. Written approval is required before engaging in activities that may pose ethical risks.



Corporate Social Responsibility (CSR) Policy

Embedded in Movate's strategy, this policy supports digital inclusion, infrastructure development, and livelihood programmes aimed at addressing socio-economic drivers of modern slavery.

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diversity & inclusion guidelines



diversity & inclusion guidelines

Movate’s Diversity and Inclusion Guidelines are underpinned by structured programmes designed to elevate women’s participation across all levels of the organisation:



Women’s Initiative Network (WIN)

WIN fosters a supportive environment through structured mentoring, leadership visibility, and inclusive dialogue. The “WINning View” speaker series and regional events support career development and peer learning.

Women’s leadership council

This council provides strategic mentorship, advocacy, and elevated representation for women leaders across Movate.

Equal & Thrive 360

A holistic initiative ensuring equitable compensation, wellness, and employee support for women Movators.

Ignite

A recruitment drive ensuring at least 60 percent of campus hires are women, facilitated through partnerships with educational institutions.

iFlex

Flexible work arrangements designed to accommodate diverse needs and support women in balancing career and personal responsibilities.

ConnectHER

A platform for women to engage in industry conferences, present to leadership, and author thought leadership content.

Career Navigator

A series of capability-enhancing technical certifications intended to open career progression pathways for women Movators.

iLead & job rotations

Leadership acceleration for women through rotational placements and cross-functional experience.

diversity & inclusion guidelines

Challengers

A leadership programme featuring advisory committees, strategic skills training, and iterative mentorship to advance women into senior roles.

InclusivePath

Workshops designed to eliminate unconscious bias and promote gender equity, complementing the WIN and ChallengHers initiatives.

HERizon

A global career transition programme supporting women, including returning mothers, through mentorship, skill clinics, and reintegration support.

ReStart with Movate

A reintegration initiative launched to support women returning to work after career breaks.

Welcoming our Warriors (WoW)

A programme specifically designed to support stay-at-home mothers in resuming their professional journeys.



diversity & inclusion guidelines

In addition to its focus on gender equity, Movate’s inclusion strategy encompasses intentional support for LGBTQ+ communities and individuals with disabilities. These efforts are operationalised through health initiatives, employment enablement, and partnerships that promote dignity, representation, and empowerment.

LGBTQ+ engagement and support

Movate’s engagement with the LGBTQ+ community is grounded in proactive visibility and structural inclusion. Wellness programmes have been curated in key regions to address physical and mental health, supported by job placement drives and mentorship pathways.

The organisation also facilitated the launch of a Pride Café, a symbolic and operational initiative offering a safe space for LGBTQ+ employees and allies to work, collaborate, and build community. Awareness sessions and allyship training are routinely integrated into organisational communication and people development frameworks.

Transgender wellness and empowerment

Movate has collaborated with community health experts and NGOs to support medical and surgical interventions for transgender individuals, including access to eye care and gender-affirming health services. These efforts are part of a broader commitment to social equity and reintegration through healthcare, education, and employment.

Disability inclusion and enablement

In alignment with its principle of equitable opportunity, Movate has implemented support systems for persons with disabilities. This includes the distribution of assistive devices such as battery-operated wheelchairs and customised onboarding solutions to accommodate varied needs.

Through the Gig That Empowers platform, Movate has also partnered with non-profit organisations to source, skill, and employ individuals from disability communities, creating dignified employment pathways in digital and support functions.

Inclusive infrastructure and policy assurance

All DEI programmes are backed by internal policy mechanisms that promote fairness, discourage discrimination, and mandate reasonable accommodations. The work environment, both physical and digital, is progressively being designed for universal accessibility, reinforcing Movate’s goal of a barrier-free workplace.

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a disciplined supply chain processes



a disciplined supply chain processes

Movate’s global supply chain is foundational to the delivery of digital transformation services, customer experience platforms, infrastructure operations, and enterprise enablement. Operating across multiple countries, our procurement ecosystem includes a diverse network of suppliers delivering workforce augmentation, facilities management, information technology hardware and software, logistics, utilities, and subcontracted project services.



People-based suppliers:

Partners providing contingent staff, subject matter experts, or consulting resources.



Operational service providers:

Vendors responsible for logistics, housekeeping, cafeteria operations, security, and facility management.



Technology and infrastructure vendors:

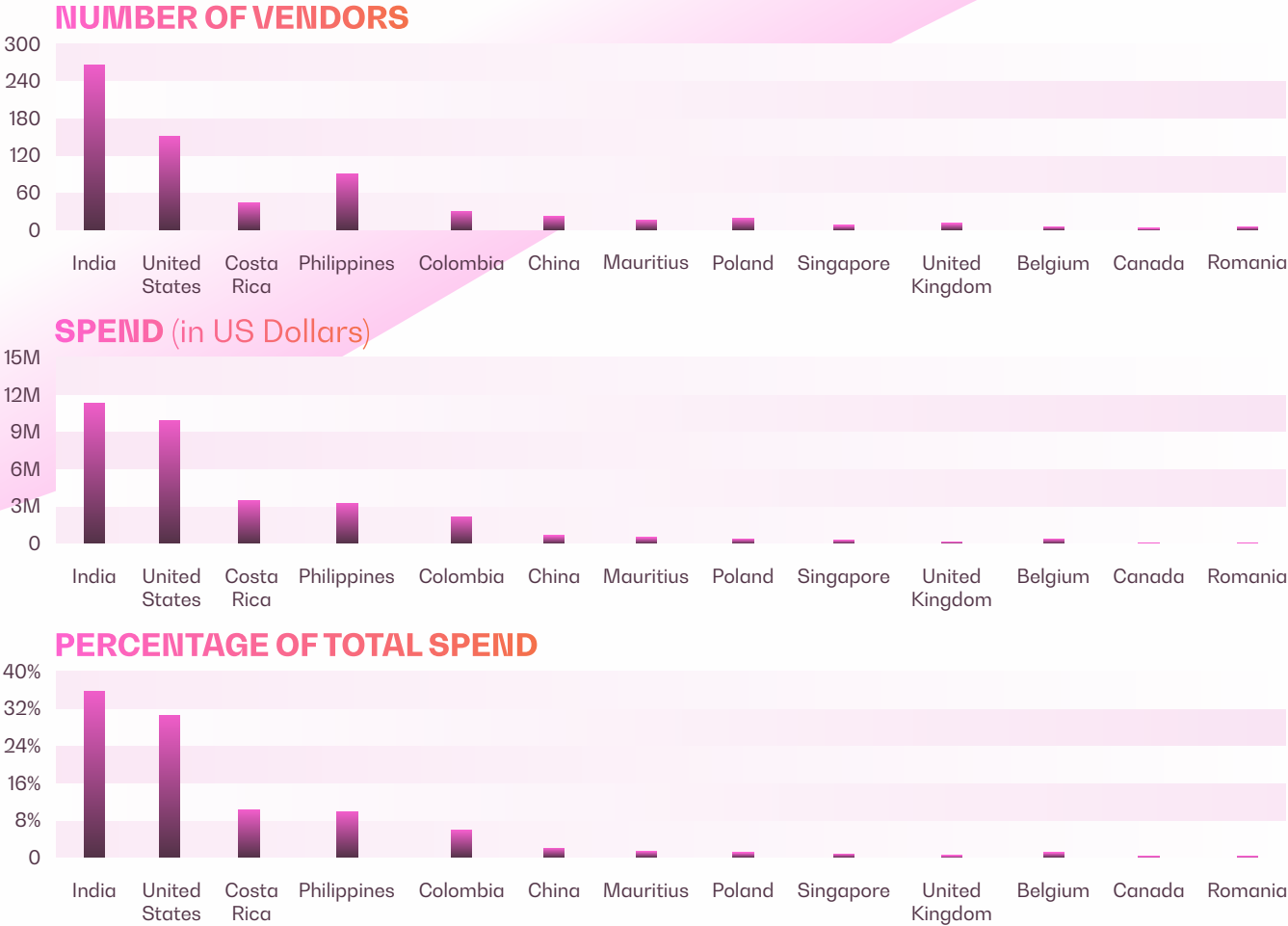
Suppliers of hardware, software licensing, networking, cloud infrastructure, and technical support services.

As of the financial year
2024–25, Movate engaged with

685 active suppliers across
13 countries.

Our highest concentrations of suppliers are based in India, the United States, the Philippines, Costa Rica, and Colombia. While these regions account for the majority of our procurement expenditure, we also maintain strategic relationships with vendors in Belgium, Mauritius, China, Canada, Poland, Singapore, Romania, and the United Kingdom to support specialised services and regional requirements.

a disciplined supply chain processes



Movate’s Procurement function works in close collaboration with the Legal and ESG teams to ensure that all supplier contracts incorporate provisions related to the prevention of modern slavery, anti-bribery compliance, non-discrimination, and grievance redressal.

All new vendors are required to complete a detailed Modern Slavery Questionnaire prior to onboarding and are obligated to provide periodic compliance declarations throughout the partnership lifecycle.

Through **disciplined supplier classification**, regular engagement, and cross-functional oversight, Movate ensures that the ethical standards we uphold within our internal operations are mirrored across our extended supplier ecosystem ensuring human dignity, transparency, and fairness. These efforts reinforce our commitment to fairness, transparency, and the protection of human dignity in all procurement-related engagements.

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ethical supplier relationships

Supply chain mapping &
supplier standards



ethical supplier relationships: supply chain mapping & supplier standards

Movate recognises the complexity and interdependence inherent in global supply chains. Our commitment to ethical procurement is driven by the need to ensure that every relationship we maintain with suppliers reflects our standards for human rights, equity, and legal compliance.



**NAVIGATING COMPLEXITY
IN SUPPLY CHAIN**

We acknowledge that our supplier ecosystem spans multiple tiers and includes numerous entities that contribute essential services and components to our operations. Our responsibility lies in ensuring that each of these contributors aligns with the ethical principles that define Movate’s organisational ethos.



**PROMOTING FAIRNESS
AND TRANSPARENCY**

Our procurement framework is built upon 3 principles of **fairness**, **clarity** and **consistency**. Every prospective supplier receives equal access to relevant information, and all stages of the sourcing process are transparently communicated to eliminate bias and eliminate undue influence.



**EQUAL TREATMENT AND
EMPOWERMENT**

Movate engages with all suppliers on the basis of professionalism, neutrality, and integrity. Each supplier is assessed in accordance with the requirements of the service or product being offered. These engagements also contribute to our broader empowerment agenda. Full disclosure of interests is a mandatory requirement, and any breaches are escalated and addressed in line with our Supplier Code of Conduct and Conflict of Interest guidelines.



**MOVATE’S STANDARDS FOR
SUPPLIERS**

The relationship between Movate and its suppliers is not transactional; it is a strategic extension of our human rights commitments. All Movate suppliers are expected to adhere to the Global Procurement Policy or an equivalent code that upholds our values and ethical principles. This includes a formal obligation to cascade these standards to subcontractors and affiliated entities, thereby ensuring consistency across all levels of supply.



**ETHICAL AND EQUITABLE
SUPPLIER TREATMENT**

Our suppliers, including agents, service providers, channel partners, dealers, distributors, and affiliates, play a vital role in our success. We treat them with respect and uphold a standard of engagement based on lawful, transparent, and ethical behaviour.

Supplier selection is driven by performance, quality, pricing competitiveness, and alignment with Movate’s governance standards.

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guidelines

for ethical supplier
practices



guidelines for ethical supplier practices

Movate enforces clear expectations through its Supplier Code of Conduct, which articulates minimum standards for lawful, humane, and equitable treatment of workers. The following ethical directives are integral to all supplier relationships:



PROHIBITION OF CHILD LABOUR

Movate employs only individuals who are above 18 years of age and expects its suppliers to do the same. Where young workers, interns, or students are involved, suppliers must comply with all applicable laws governing hours, compensation, and working conditions.



PROHIBITION OF FORCED LABOUR

Movate strictly prohibits any form of forced, bonded, indentured, or prison labour. Suppliers and their agents must not withhold or tamper with identification or immigration documents. Excessive overtime and coercive work conditions are not tolerated.



ELIMINATION OF RECRUITMENT FEES

Suppliers may not charge workers any form of recruitment or placement fees. Where such fees are found to have been collected, suppliers are required to promptly refund them to the affected individuals.



HEALTH AND SAFETY COMMITMENTS

Suppliers must provide a safe, hygienic, and compliant workplace. Adherence to legal health and safety standards is mandatory. Movate encourages the adoption of best practices and expects all partners to observe the provisions outlined in the Supplier Code of Conduct.



EQUITABLE COMPENSATION AND BENEFITS

Workers must be paid at least the legally mandated minimum wage and provided with lawful benefits. Compensation must be non-discriminatory, verifiable, and accompanied by detailed wage statements. Movate prohibits unauthorised deductions of any kind.



REASONABLE WORKING HOURS

Suppliers must comply with local laws on maximum working hours. Weekly work hours must not exceed 48 hours, or 60 hours with voluntary overtime. Workers must be granted at least one full day of rest in every seven-day cycle.



RESPONSIBLE SOURCING MANDATE

Suppliers are required to procure goods and services for Movate in line with the principles of human rights, labour protections, environmental responsibility, and ethical governance, as laid out in our Supplier Standards of Conduct.

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promoting supplier diversity

Inclusivity in procurement



promoting supplier diversity: Inclusivity in procurement

ADVANCING DIVERSITY IN EVERY ASPECT

Movate embraces diversity not only within its workforce but also across its supply chain. We prioritise the inclusion of diverse suppliers, specifically women-owned businesses and enterprises led by individuals with disabilities, into our procurement activities. This inclusive approach is a strategic imperative, not a symbolic gesture.

EMPOWERING THE BUSINESS ECOSYSTEM

- ✦ We believe that expanding our supplier base to include historically underrepresented groups enhances innovation, improves resilience, and delivers long-term economic value. Procurement teams are empowered to identify, engage, and nurture diverse suppliers through transparent bidding processes and capacity-building initiatives.
- ✦ Movate actively promotes equal opportunity by ensuring that these suppliers are considered in relevant sourcing opportunities. We maintain open pipelines, conduct outreach, and create pathways for sustained engagement. This approach supports not only compliance but systemic progress.

Movate considers ‘supplier diversity’ not merely a reflection of our values, but a competitive advantage that elevates the strength of our operations and the communities in which we operate.

PEOPLE WITH DISABILITIES (PWD)

Individuals with a physical or mental impairment that substantially limits one or more major life activities, those with a documented history of such an impairment, or those perceived as having such an impairment. To attain certification as a physically challenged business (DBE), an enterprise must fulfill one of the following criteria:

- Possess a minimum ownership stake of 51% by one or more physically challenged individuals.
- Operate as a wholly-owned subsidiary under a parent corporation, with at least 51% of the parent corporation's voting stock owned by one or more physically challenged individuals.
- Engage in a joint venture where a majority (51%) of both management control and earnings are vested in one or more physically challenged individuals.

DIVERSE CATEGORIES IN FOCUS

WOMEN BUSINESS ENTERPRISE (WBE)

An enterprise, irrespective of ethnic background, that boasts a minimum ownership, operation, and control threshold of 51% by a woman or a group of women. This criterion extends to publicly owned businesses, mandating that a minimum of 51% of stock is owned by a woman or a group of women.

This inclusionary practice enriches our supply resilience, fosters innovation, and advances socio-economic equity. Procurement teams are empowered to identify, onboard, and nurture such enterprises through transparent opportunity pipelines and collaborative development models.

We believe that supplier diversity is not only a social imperative but a competitive advantage.

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supplier due diligence



supplier due diligence

All new suppliers are required to complete a structured Modern Slavery Due Diligence Questionnaire during the onboarding phase.

This assessment addresses critical compliance areas, including labour practices, recruitment procedures, subcontractor oversight, and grievance redressal mechanisms.

In parallel, suppliers must formally acknowledge and agree to Movate's Supplier Code of Conduct, which includes mandatory participation in scheduled audits. Any failure to comply initiates a defined remediation period, with the potential for contract suspension or termination if corrective actions are not taken.

Movate's supplier due diligence framework reflects our belief that ethical operations are rooted in ethical sourcing. The process is multi-tiered, legally grounded, and calibrated according to the risk exposure of each vendor. Every prospective supplier undergoes a comprehensive evaluation to determine their ability and readiness to uphold international standards of labour protection, including the prohibition of forced labour, human trafficking, and unethical recruitment practices.

As part of the onboarding protocol, suppliers are also required to submit a detailed Modern Slavery Compliance Questionnaire. In addition to documentary evidence, suppliers must legally commit to the provisions of Movate's Supplier Code of Conduct. This agreement is embedded in all procurement contracts and encompasses key areas such as fair compensation, lawful working hours,

non-discrimination, child labour prohibition, and maintenance of a safe and healthy work environment.

Consistent with the United Nations Guiding Principles on Business and Human Rights, Movate further requires suppliers to apply equivalent diligence practices throughout their own supplier networks. Ethical responsibility must not stop at the first tier. Recognising that risk escalates with supply chain depth, we prioritise traceability, transparency, and downstream accountability.

To strengthen this posture, supplier agreements contain provisions granting Movate the contractual right to terminate or suspend relationships in the event of sustained non-compliance. These conditions are clearly communicated to suppliers at the onset of engagement.

By combining stringent entry requirements with sustained dialogue, corrective support, and decisive contractual enforcement, Movate ensures that its supplier ecosystem continuously advances toward shared responsibility, transparent conduct, and elevated ethical standards.

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training & advocacy



**At Movate, we believe that
knowledge
is the first and most enduring line of
defence against modern slavery.**

**Training
is not merely an informational exercise but a strategic mechanism
to embed ethical literacy, raise situational awareness, and cultivate
a culture of proactive responsibility across the organisation.**

All Movate employees, irrespective of location or role, are required to complete mandatory training on modern slavery and human rights as part of their Day One onboarding.

Beyond internal stakeholders, Movate also engages its vendor ecosystem through structured advocacy. Every new supplier is onboarded with a welcome package that includes our Supplier Code of Conduct, expectations related to modern slavery prevention, and a clearly defined reporting guide.

Advocacy is also externally focused. Movate participates in industry roundtables, sustainability summits, and working groups dedicated to advancing human rights within corporate supply chains.

By combining structured education with purposeful advocacy, Movate ensures that its anti-slavery commitments are upheld not only through policy but through empowered individuals and informed partnerships.

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addressing concerns

Robust whistleblower
framework



addressing concerns: Robust whistleblower framework

Outlined in Movate's Global Whistleblower Policy, a comprehensive framework has been established to provide multiple avenues for reporting ethical or legal concerns.

Individuals may escalate matters through line leadership, Human Resources, the Legal function, or confidentially through our dedicated whistleblower communication channel. This structure ensures accessibility, procedural clarity, and impartiality throughout the investigative process.

The same reporting platform is extended to individuals within our supplier network, enabling them to raise issues relating to legal violations, unethical conduct, or human rights risks, including modern slavery and human trafficking. All concerns raised are thoroughly examined with rigour, discretion, and impartiality. Once a factual determination is made, appropriate actions are implemented consistently, regardless of the role, geography, or seniority of the individuals involved.

Open Communication Channel

To ensure global accessibility, Movate maintains an open reporting mechanism through a dedicated email address:

Whistleblower@movate.com

This mailbox is monitored by an independent function and serves as a point of contact for any stakeholder seeking to raise concerns related to ethics, compliance, or human rights across Movate's operations or supply chain.

All submissions are handled in strict confidence. Where permitted by law, anonymity is preserved. Movate guarantees comprehensive protection for those who raise concerns in good faith, and any form of retaliation is expressly prohibited.

As of this reporting period, no third-party complaints related to modern slavery have been received through the Movate Whistleblower Helpline or any alternative reporting mechanism globally.

Whistleblower escalations that were received remained within acceptable thresholds and were resolved within target timeframes. Internal audit reviews affirmed the effectiveness of our escalation pathways and confirmed the integrity of remedial actions. Supplier engagement scores further reflected year-over-year improvement in awareness and adherence to ethical sourcing standards.

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collaboration
& global
responsibility



Movate recognises that the fight against modern slavery requires collective resolve and multi-stakeholder engagement.

We actively participate in forums that promote ethical business conduct, sustainable procurement, and responsible recruitment. These include ESG roundtables, regional industry alliances, and human rights coalitions focused on systemic labour exploitation.

On a grassroots level, we partner with non-profit organisations and local development agencies to support initiatives targeting the socio-economic drivers of modern slavery.

Internally, the Ethics Office ensures that every grievance, whistleblower report, or non-compliance issue is not only resolved, but also reviewed for systemic learning.

Our external communications include annual ESG and sustainability reports, through which we disclose key metrics and insights gained from implementation.

As part of our broader advocacy, Movate has contributed to industry white papers and has co-hosted panels focused on topics such as advancing diversity, responsible artificial intelligence, and ethical technology supply chains.

We believe that ethical responsibility does not end with compliance. It includes influence, and it must be demonstrated through engagement.

Our ambition is to build a global business that uplifts, educates, and protects and we pursue this through every collaboration that aligns with our mission.

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key performance indicators

& effectiveness
monitoring



key performance indicators and effectiveness monitoring

Movate acknowledges that ethical intent must be matched with measurable outcomes. To assess the effectiveness of our actions in mitigating modern slavery risks, we have implemented a structured framework for performance monitoring.

Our core indicators include:

- The percentage of new employees trained on modern slavery awareness during their first day
- The percentage of active suppliers evaluated through the modern slavery questionnaire
- The number and resolution rate of grievances or whistleblower reports related to labour practices

In the financial year 2024–25, all new employees completed their mandatory induction training on modern slavery. Additionally, one hundred percent of new suppliers submitted their due diligence questionnaires and signed the Supplier Code of Conduct as part of the onboarding process.

No whistleblower complaints related to modern slavery or labour practices were received during the reporting period. Internal audits reaffirmed the strength and accessibility of our escalation mechanisms.

Supplier engagement scores indicated a continued increase in awareness and adherence to ethical sourcing expectations compared to the previous year.

As we continue to mature our monitoring systems, Movate is also exploring the inclusion of qualitative indicators such as supplier capability assessments, employee perception surveys, and alignment with client ESG dashboards to support more holistic oversight.

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future commitments



future commitments

Movate recognises that preventing modern slavery is a dynamic and iterative process. In the year ahead, our focus will shift from fulfilling compliance requirements to creating a broader, **more resilient ethical ecosystem**.

We have identified the following strategic priorities:

Enhancing our supplier onboarding platform to include interactive learning modules and embedded policy attestation workflows

Expanding our Women in Leadership and Inclusion programmes to include suppliers and partner organisations

Through these initiatives, Movate will continue to **strengthen the structural and cultural foundations** that support ethical decision-making and responsible enterprise. Our goal is to deepen impact across our value chain and contribute meaningfully to global efforts against modern slavery.

By committing to innovation, transparency, and cross-sector collaboration, Movate seeks to be recognised not only as a compliant entity, but as a standard bearer for ethical responsibility in the global business community.



Anish Philip
EVP & CPO,
Movate

Our responsibility extends beyond compliance. It lies in being an organization that does the right thing, especially when no one is watching.

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board review & declaration



board review & declaration

This statement has been approved by Movate’s Board of Directors and endorsed by the Chief People Officer, who holds executive accountability for the company’s human rights and ethical compliance obligations.

The Board affirms that this statement represents a true and accurate account of the actions taken by Movate in the **financial year ending 31 March 2025** to identify slavery, mitigate it, prevent slavery at all costs and across Movate’s operations.

In accordance with legal obligations under the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018, this statement will be reviewed and published annually.



Anish Philip
Executive Vice President and Chief People Officer
Movate
30th July 2025



ABOUT MOVATE : Movate is a digital technology and customer experience services company committed to disrupting the industry with boundless agility, human-centered innovation, and a relentless focus on driving client outcomes. Recognized as one of the most awarded and analyst-accredited companies in its revenue range, Movate helps ambitious, growth-oriented companies across industries stay ahead of the curve by leveraging its world-class talent of over 12,000+ full-time Movators across 21 global locations and a gig network of thousands of technology experts across 60 countries, speaking over 100 languages.

To contact our whistleblower team, email us at [**whistleblower@Movate.com**](mailto:whistleblower@Movate.com)

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