

WNS GLOBAL SERVICES (UK) LIMITED- MODERN SLAVERY ACT STATEMENT 2018

ABOUT WNS

WNS (Holdings) Limited (NYSE: WNS), is a leading global business process management company. WNS offers business value to 350+ global clients by combining operational excellence with deep domain expertise in key industry verticals including Travel, Insurance, Banking and Financial Services, Manufacturing, Retail and Consumer Packaged Goods, Shipping and Logistics, Healthcare and Utilities.

WNS delivers an entire spectrum of business process management services such as finance and accounting, customer interaction services, technology solutions, research and analytics and industry specific back office and front office processes. As of March 31, 2018, WNS had 36,540 professionals across 54 delivery centers worldwide including China, Costa Rica, India, Philippines, Poland, Romania, South Africa, Sri Lanka, Turkey, United Kingdom and the United States.

WNS Global Services (UK) Limited (“WNS GS UK”) is one of the Group Companies of the WNS Group having its presence in the United Kingdom.

WNS VALUES

WNS has always maintained a zero tolerance towards slavery and human trafficking in its functioning. Respect and Equality form the core part of our set of values “CIRCLE” which is detailed below:

- **Client First-** Place clients at the core of everything we do
- **Integrity-** Be ethical, honest and committed in all actions
- **Respect and Equality-** Be sensitive to individual differences and treat everyone with dignity and equality
- **Collaboration-** Always keep “One WNS” as uppermost in everything we do
- **Learning-** Learn from our experiences; share knowledge and best practices to create innovative solutions
- **Excellence-** Strive for excellence in everything we do and aspire to outperform at every stage

We believe good corporate governance is good business. By meeting global best practices, we ensure healthy growth for our Company, thereby making it a better employer for our staff and better corporate citizen in the jurisdictions in which we operate.

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SLAVERY AND HUMAN TRAFFICKING

WNS GS UK prohibits any form of forced or child labour and expects all persons/entities associated with WNS, particularly vendors supplying goods and services to WNS GS UK to ensure that they will not use forced or child labour while supplying such goods and services.

Consistent with the International Labour Organization's (ILO) policies, we prohibit forced/involuntary labour from a person under threat or penalty, which may include penal sanctions and loss of rights and privileges. Further, in line with ILO, we recognize the right of every child to get a fair education and to be protected from economic exploitation, and strictly adhere to the minimum hiring age requirements and other applicable laws in every country we operate.

WNS GS UK's SUPPLY CHAIN

Being a Business Process Management ('BPM') company our solutions and services rely on the supplier base for the procurement of goods and services to support our operations.

A majority of our suppliers for WNS GS UK and its branch offices are based in the United Kingdom, Romania Poland and France.

WNS has a Procurement Policy at a Group Level which lists down the detailed process for empaneling the suppliers which is adhered to by WNS GS UK in selection of its suppliers as well.

DUE DILIGENCE PROCESSES

Through its Group Policy on Code of Business Ethics and Conduct Policy ('COBEC'), WNS prohibits any form of forced or child labour and expect that all Associates, particularly vendors supplying goods and services to WNS to ensure that they do not use forced or child labour while supplying such goods and services. The said policy specifically includes adherence to The Modern Slavery Act, 2015 as an applicable law and regulation in the jurisdiction of United Kingdom.

WNS requires that the supplier ensures that it's personnel, employees, representatives and agents engaged in the performance of the Services shall ensure due compliance of Corporate governance policies of the Company which includes COBEC.

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New suppliers are required to provide details of their processes and the compliances which ensure that human trafficking and slavery is not present as a part of their supply chain.

A Supplier Code of Conduct is administered to all key suppliers to ensure their commitment to our core values. The said Code includes obligations on suppliers to comply with the Modern Slavery Act.

A process has been implemented where empaneled suppliers are being evaluated and correction measures if required are being suggested.

Our contracts have appropriate clauses which ensures that the suppliers comply with the laws and regulations as applicable to their relevant jurisdictions as they have to abide by WNS COBEC.

We look for continued improvements in our procurement process and implement them in the best possible interests of the Company and good Corporate Governance.

TRAINING

As a part of the improvement process, WNS GS UK provides training to stakeholders on slavery and human trafficking, who are primarily responsible for the supply chain management within the organization. WNS has already implemented the process of developing a robust supply chain management which shall include conducting vendor due diligence on a regular basis, ensuring that internal and external stakeholders are aligned to WNS's policies and procedures in addition to contractual clauses that have been detailed in contracts.

TACKLING SLAVERY AND HUMAN TRAFFICKING

Going forward WNS GS UK will be adopting the following measures for ensuring that slavery and human trafficking is not taking place in any part of its business or supply chains:-

1. In-house audits
2. Communication and personal contact with the internal and external stakeholders as regards their understanding of the compliances in line with WNS's expectations

For WNS Global Services (UK) Limited

Nimesh Akhauri
Director
19th October, 2018