



## **Modern Slavery Statement**

### **Introduction**

This statement has been made by HFCL Limited which is a leading telecom infrastructure provider and manufacturer of optical fibre cables & accessories. It sets out the steps taken by HFCL Ltd. during the financial year 2019-20 to prevent modern slavery in its business and supply chain.

### **Our Position**

HFCL is committed to prevent any form of modern slavery, servitude and human trafficking, as well as forced or compulsory labour. HFCL actively supports human rights and stands by and runs its business in line. HFCL strongly supports the purposes and principles of the United Nations. We also support the principles of the UN Sustainable Development Goals – Agenda 2030.

### **Our business and supply chain**

Head Quartered in New Delhi, HFCL is a Leading Technology Enterprise connecting the world with fully integrated communication network solutions and specialized services. It manufactures Optical Fiber, Optical Fiber Cables (OFC) and high end transmission and access equipment. HFCL caters to different verticals and reputed customers like telecom service providers, railway, defence and security & surveillance projects both in Private and Government Sector. HFCL's In-House Centre for Excellence in Research at Gurgaon along with Invested R&D Houses and other Collaborators at different locations in India and abroad, innovate futuristic range of technology products and solutions with tremendous human intelligence. HFCL Group has fully integrated World Class Manufacturing Facilities at five locations to produce wide range of cost competitive new technology products and solutions with proven edge over its peers. HFCL has worldwide customers with exports to more than 50 countries.

As an integrated telecom infrastructure provider, it delivers innovative, customized and competitively priced end-to-end telecom solutions. Its technologically advanced solutions cover all aspects of value chain - from



manufacturing of leading-edge telecom products to providing specialist services to its customers. HFCL provides single window solution including designing, equipment supply, installation, system integration, operation and maintenance services. As a solutions expert in telecommunication and related infrastructure domain, the Company is also leveraging its inherent strengths in addressing complex needs of emerging sectors, such as Railway Communication and Signaling, Defence and Smart City Projects.

We supply fibre optic cables and solutions, and provide a unique range of passive infrastructure for telecom companies. The Group consists of several companies and an experienced and talented human capital of approximately 1800 employees including contractual employees. We develop and manufacture our own products and services with our own production facilities, which enable us to respond quickly to unique customer requests. Securing a sustainable supply chain is vital in our strategy to deliver value to our customers and contribute to sustainable development. We therefore, look to work with suppliers who share our values when it comes to sustainability and ethics.

### **We are implementing**

A Group-wide Code of Conduct for Suppliers with requirements within the following areas: Environment, Human Rights (eradication of discrimination, avoiding child labour), Fair Employment Terms (reasonable employment conditions, avoidance of slavery, freedom of association), Health and Safety (working environment, safety) and Anti-corruption.

### **Our policy on avoidance of slavery**

We do not take part in any form of slavery which entails forced labour, trafficking or non-volitional labour in any way. Employees are free to leave their workplace at the end of the day and to end their employment after a reasonable period of notice in line with applicable laws or contracts. Employees are not forced to deposit money or original identity documents with HFCL.



## **Supplier due diligence, risk assessment and monitoring**

HFCL deems no risk of modern slavery and human trafficking in its own business. We purchase all our raw materials and services from reputable suppliers spread across Europe, Asia and North America mainly. We are aware of the risks in the supply chain and continuously monitor our suppliers and trust in their due diligence.

We have conducted a review of our suppliers and we do not see any risk related to modern slavery or human trafficking. Further desktop and onsite audits will continue throughout 2020. Additional KPIs for the area of sustainable supply chain will be introduced and measured during 2020. Personnel in specific purchasing positions will also undergo specialised training on sustainability in the supply chain, including the area of modern slavery.

We regularly conduct audits and random spot checks of our suppliers to monitor compliance with HFCL expectations and legal requirements. If any issues are identified during an audit, the supplier is required to prepare a corrective action proposal and resolve all violations within an agreed time period.

We urge our suppliers to report any violations of our Code of Conduct directly to us on given contact details at our website.

**For HFCL Ltd  
(formerly Himachal Futuristic Communications Limited)**

A handwritten signature in blue ink, appearing to read "Anurag Mehrotra", is positioned above the printed name.

**Anurag Mehrotra**

**Vice President – Human Resources**