T-Systems Limited

Modern Slavery Statement

2019

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It constitutes T- Systems Limited's (hereinafter "T-Systems") modern slavery and trafficking statement for the year ending 31 December 2019.

T-Systems acknowledges that it falls within the scope of section 54(2) of the Modern Slavery Act 2015 and will continue to advocate and ensure transparency within T-Systems and with suppliers of goods and services to T-Systems.

The reputation of T-Systems and the trust and confidence of our stakeholders is central to the continued success of our business and we are committed to trying to prevent acts of modern slavery and human trafficking from occurring both within our business and within our supply chain.

Organisational Structure

T-Systems Limited is a member of the Deutsche Telekom AG ("DTAG") Group of companies and is a wholly-owned subsidiary of T-Systems International GmbH.

T-Systems is a provider of IT and Telecommunications services to customers in the UK and overseas. Many of those services are purchased from other companies and resold or integrated into our offerings.

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

Policies in Relation to Slavery

T-Systems has in place a UK Modern Slavery Policy.

All members of the DTAG Group operate in accordance with our DTAG Code of Conduct, DTAG Code of Human Rights and Social Principles, and the DTAG Supplier Code of Conduct which together reflect our commitment to acting ethically and with integrity in all our business relationships, to our zero-tolerance approach to abuse of human rights and to ensuring that measures are in place to recognise and prevent human trafficking and slavery across the business.

We also operate a DTAG whistle-blowing policy "Tell Me" which encourages employees to report any wrongdoing. All reports are fully investigated and appropriate remedial actions taken.

Due Diligence Processes

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

1. Identify and assess potential risk areas in our supply chains;
2. Mitigate the risk of slavery and human trafficking occurring in our supply chains;
3. Monitor potential risk areas in. our supply chains; and
4. Ensure a high level of understanding of the risks of modern slavery by provide advice and, training to our employees.

Ongoing Risk Assessment

All providers of goods or services to T-Systems are required to provide a copy of their own Modern Slavery Statement and these are kept on file. During scheduled periodic reviews of supplier performance checks are carried out to ensure the full supply-chain is maintaining compliance with their own policies and current legislation.

Training on Modern Slavery and Trafficking

When the Modern Slavery Act 2015 was first implemented all T-Systems staff and contractors were required to undertake a briefing session held at all team meetings. Since then a bespoke Modern Slavery and Human Trafficking e-learning training module within the DTAG has been implemented within our on-line training facility "HR Suite". This e-learning is included as part of the induction process of new starters.

To accommodate changes in staff, the training module is re-run periodically, the most recent being November 2019. Records are kept of those employees completing the training. The e-learning is always accessible and can be accessed at any time for all employees and contractors.
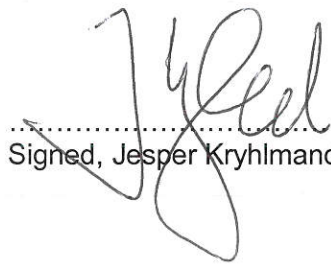
Steps to Measure Effectiveness

We understand that Modern Slavery is not static, and will continue to take further steps to mitigate this risk in the coming year.

Periodic reminders of the company's commitments regarding slavery and trafficking are sent out to all employees via the internal communications network "YAM".

Approval

This statement has been approved by T-Systems' Board of Directors and a copy of it has been signed by the Managing Director. It is publicly available at on the T-Systems Limited website at https://www.t-systems.com/gb/en/modern-slavery-act-compliance/t-systems-limited---modern-slavery-act-policy-770228.

Signed, Jesper Kryhlmand, Managing Director, T-Systems Limited