



T-Systems Limited
*Slavery and Human Trafficking
Statement 2020*

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 2020.

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 itself and with suppliers of goods and services to T-Systems.

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

Organisational Structure

T-Systems Limited, registered in England, is a wholly-owned subsidiary of T-Systems International GmbH, and 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 UK and overseas, where some of those IT services are purchased from other companies and resold or integrated into our own offerings.

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

Policies in Relation to Slavery

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 slavery and human trafficking across the business. In addition, T-Systems has in place a UK Modern Slavery Act Policy.

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

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

Ongoing Risk Assessment

All providers of goods or services to T-Systems are required to provide a copy of their own slavery and human trafficking 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 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 November 2019. Records are kept of those employees completing the training.

Steps to Measure Effectiveness

We understand that slavery and human trafficking 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".

Continuous Diligence

T-Systems will continue to:

1. Identify, assess and monitor potential risk areas in our own business and our supply chains;
2. Fully mitigate the risk of slavery and human trafficking occurring in our own business and our supply chains; and
3. 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 at a meeting that took place on 30th November 2020 with Jesper Kryhlmand, Thomas Deeg, Julian Hartung participating and Jeevan D'Silva in attendance.

This statement is signed by the Managing Director, below, and is publicly available on our website at <https://www.t-systems.com/gb/en/modern-slavery-act-policy>

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