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Human Rights & Modern Slavery Statement

Our commitment to ethical labour practices and the prevention of slavery, forced labour, child labour and human trafficking

Organisation	EDATA Advisory LLP (“eData”, “the Company”)
Document reference	EDA-POL-HR-001
Version	1.0
Effective date	1 November 2026
Owner	Designated Partners, EDATA Advisory LLP
Approved by	Gaurav Sirohi, Designated Partner
Applies to	All partners, employees and contractors, and our expectations of suppliers and subcontractors
Review cycle	Annually, or sooner if operations or applicable law change materially
Classification	Public. May be shared with clients, partners and procurement teams

1. Our Commitment

EDATA Advisory LLP supports and respects internationally recognised human rights, as set out in the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and is guided by the United Nations Guiding Principles on Business and Human Rights.

We have zero tolerance for modern slavery in any form, including slavery, servitude, forced or compulsory labour, bonded labour, harmful child labour and human trafficking, in our own operations and in our supply chain.

2. Reporting Status

EDATA Advisory LLP is not currently subject to a statutory modern slavery reporting requirement, such as the UK Modern Slavery Act 2015 or the Australian Modern Slavery Act 2018, because it does not meet the turnover and jurisdiction thresholds of those laws. We publish this statement voluntarily to explain the steps we take to make sure that modern slavery and human trafficking are not taking place in our business or our supply chain.

3. Our Business and Supply Chain

eData is a professional services firm based in Mumbai, India, providing OneStream and Oracle EPM consulting, implementation and resource-augmentation services to clients and system-integrator partners. Our workforce is a small team of qualified professionals, engaged directly as employees or independent consultants and working mainly from home.

Our supply chain is limited and consists mainly of:

- laptops, IT equipment and peripherals bought from established manufacturers and authorised resellers;
- cloud software, email, collaboration and communication services;
- travel and accommodation services; and
- professional services, including independent consultants and specialist subcontractors.

4. Risk Assessment

Based on the nature of our work, the skilled professional profile of our workforce and our direct engagement model, we consider the risk of modern slavery in our own operations to be low. The areas where risk could arise, and how we address them, are:

Area	Potential risk	How we address it
Recruitment	Recruitment fees or deception by third-party agents	We recruit directly and never charge candidates fees. Any agency used must confirm that it charges workers no fees.
Subcontracted consultants	Unfair terms imposed by an intermediary	Written agreements with clear pay, notice and termination terms; payment made directly and on time.
IT hardware supply chain	Forced labour in electronics manufacturing or mineral sourcing	We buy from established brands and authorised resellers that publish responsible-sourcing commitments.
Travel and hospitality	Exploitation in hotel and transport services	We use reputable, established providers.

5. Our Labour Standards

Everyone who works for eData, whether as an employee or a contractor, is entitled to the following, and we expect the same standards of our suppliers and subcontractors:

- **Freely chosen employment:** no forced, bonded, indentured or trafficked labour of any kind.
- **No child labour:** we do not engage anyone under 18 years of age.
- **No recruitment fees:** workers are never charged, directly or through third parties, for being recruited or employed.

- **Identity documents:** original identity, travel or immigration documents are seen only for verification and are returned straight away. We never keep, hide, destroy or deny access to them.
- **Fair and timely pay:** wages and fees are paid in full and on time, with no unlawful deductions or withholding.
- **Clear terms:** everyone receives a written agreement in a language they understand (English), setting out pay, working hours, notice periods and the right to end the engagement.
- **Freedom to leave:** employees and contractors may end their engagement by giving the notice in their agreement, without any penalty other than sums properly due, such as recovery of reasonable training costs agreed in writing in advance.
- **Reasonable working hours:** in line with applicable law, with rest periods and leave respected.
- **Non-discrimination:** decisions on hiring, pay, development and termination are based on merit, without discrimination on grounds such as gender, caste, religion, race, age, disability, marital status, sexual orientation or national origin.
- **Dignity and respect:** freedom from violence, threats, harassment, bullying, and verbal or psychological abuse.
- **Freedom of association:** we respect workers' right to join or not join lawful associations of their choice and to bargain collectively as permitted by law.
- **Privacy:** personal data of our people is collected only as needed and protected.

6. Recruitment, Identity and Right-to-Work Checks

Before anyone starts work, we verify their identity, age and right to work, normally by checking government-issued ID such as PAN or Aadhaar, and we obtain a police clearance certificate where appropriate. Originals are returned straight away and only the copies needed for our records are kept, securely. These checks apply to employees and contractors and will continue for all future engagements.

7. Suppliers and Subcontractors

- We expect suppliers and subcontractors to meet the standards in this statement and to comply with all applicable labour and human rights laws.
- Our contractor and subcontractor agreements require compliance with applicable law and confirm that workers engaged on our behalf are not charged recruitment fees and are free to leave.
- If we become aware of modern slavery or serious labour abuse in our supply chain, we will investigate and take appropriate action, which may include ending the relationship and reporting the matter to the relevant authorities.

8. Speaking Up and Non-Retaliation

Anyone, including employees, contractors, clients or suppliers, who suspects modern slavery, human trafficking or any other human rights abuse connected with our business should report it to a Designated Partner or write to **arpit.jain@edataadvisory.com**. Reports may be made confidentially. Every concern will be taken seriously and looked into promptly, and no one will suffer retaliation or detriment for raising a concern in good faith.

9. Awareness and Training

This statement is shared with every team member at onboarding, and its key principles are reinforced at least once a year so that our people understand the risks of modern slavery and know how to raise concerns.

10. Monitoring and Review

The Designated Partners are responsible for this statement. They will review it, and the effectiveness of the steps described, at least once a year, and sooner if our business, supply chain or legal obligations change. As eData grows, we will extend our supplier due diligence to match.

Approval

Approved on behalf of EDATA Advisory LLP by its Designated Partner:

Name	Gaurav Sirohi
Designation	Designated Partner, EDATA Advisory LLP
Signature	
Date	1 November 2026