

PUBLIC DOCUMENT GOVERNANCE & COMPLIANCE

DATATOBIZ PRIVATE LIMITED

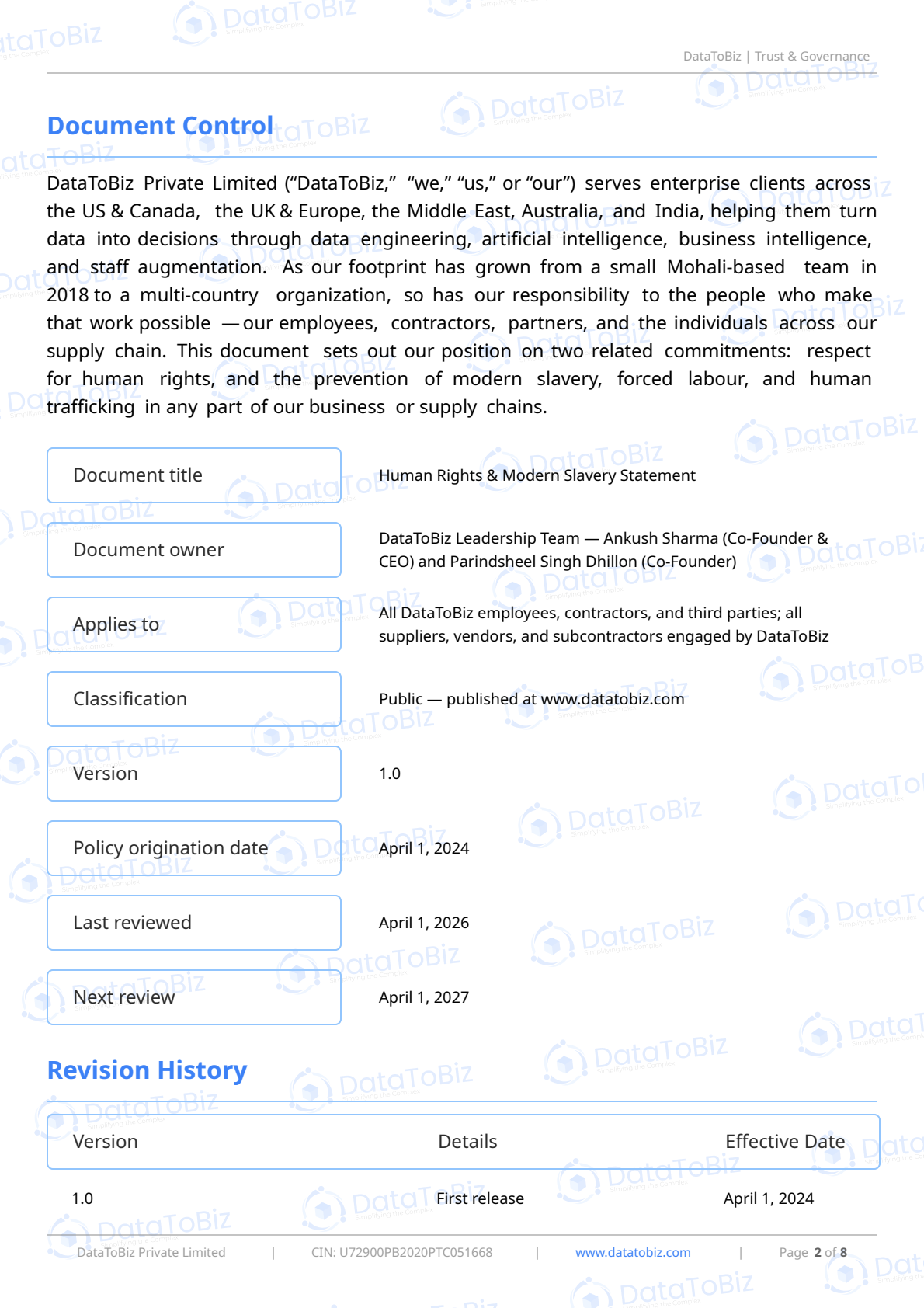
Human Rights & Modern Slavery Statement

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Document Control

DataToBiz Private Limited (“DataToBiz,” “we,” “us,” or “our”) serves enterprise clients across the US & Canada, the UK & Europe, the Middle East, Australia, and India, helping them turn data into decisions through data engineering, artificial intelligence, business intelligence, and staff augmentation. As our footprint has grown from a small Mohali-based team in 2018 to a multi-country organization, so has our responsibility to the people who make that work possible — our employees, contractors, partners, and the individuals across our supply chain. This document sets out our position on two related commitments: respect for human rights, and the prevention of modern slavery, forced labour, and human trafficking in any part of our business or supply chains.

Document title	Human Rights & Modern Slavery Statement
Document owner	DataToBiz Leadership Team — Ankush Sharma (Co-Founder & CEO) and Parindsheel Singh Dhillon (Co-Founder)
Applies to	All DataToBiz employees, contractors, and third parties; all suppliers, vendors, and subcontractors engaged by DataToBiz
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Table of Contents

Part One — Human Rights Statement

1. Introduction & Commitment	4
2. Scope & Applicability	4
3. Our Commitments	4
4. Governance & Grievance Mechanism	5
5. Ownership & Review	5

Part Two — Modern Slavery Statement

1. Introduction	6
2. Our Organization	6
3. Our Supply Chains	7
4. Policies & Due Diligence	7
5. Risk Assessment	8
6. Effectiveness & Continuous Improvement	8
7. Approval	8

PART ONE: Human Rights Statement

Our commitment to the people connected to our business

1. Introduction & Commitment

DataToBiz was founded in February 2018 by Ankush Sharma and Parindsheel Singh Dhillon on the belief that fairness to our people should matter as much as fairness to our clients and investors. That founding principle is the basis for this statement. We are committed to respecting and upholding the fundamental human rights of everyone connected to DataToBiz, guided by internationally recognized frameworks including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the core labour standards of the International Labour Organization (ILO). As the large majority of our workforce is based in India, this statement is grounded equally in Indian law, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Minimum Wages Act, 1948, and the Child Labour (Prohibition and Regulation) Act, 1986.

2. Scope & Applicability

This statement applies to all DataToBiz employees. The large majority of our team is based at our Mohali (Punjab, India) headquarters; where a client engagement in the US & Canada, the UK & Europe, the Middle East, or Australia calls for an on-site presence, we engage people locally in line with that jurisdiction's employment laws. This statement's protections extend equally to contractors, consultants, interns, trainees, and any third party engaged in the course of our business, including staff we place with clients through our staff augmentation practice.

3. Our Commitments

We uphold the following principles in letter and in practice:

Dignity, Safety & Well-Being — we protect the dignity, safety, and physical and psychological well-being of everyone associated with our business, in our offices and in remote or hybrid work arrangements alike.

Freedom from Forced Labour & Child Labour — we take a zero-tolerance approach to forced labour, human trafficking, bonded labour, or child labour anywhere in our business or supply chains.

Freedom from Discrimination & Harassment — we maintain a workplace free from discrimination or harassment on the basis of gender, religion, nationality, disability, or any other status, across every geography we operate in.

In line with India's POSH Act, 2013, we maintain an Internal Committee (IC) to receive and address workplace harassment complaints from our India-based team, and we hold ourselves to an equivalent standard everywhere else we operate.

Freedom of Association & Expression — we respect the right of our people to voice concerns, organize, and communicate openly without fear of retaliation.

Fair Wages & Safe Working Conditions — employment with DataToBiz is freely chosen, compensated fairly and on time, and governed by clear, written terms — never by withheld identity documents or unlawful wage deductions.

Right to Learning & Growth — we invest in the continuous learning and career growth of our people — a direct extension of Constant Learning, one of DataToBiz's core values, and our belief that capability-building is central to how we work with both employees and clients.

Data Privacy & Digital Dignity — because our work involves building data and AI systems on our clients' behalf, we extend our respect for human rights to the individuals whose data those systems touch — treating data privacy as a digital extension of personal dignity.

4. Governance & Grievance Mechanism

Any employee, contractor, or partner who becomes aware of a suspected violation of this statement can raise it by writing to hi@datatobiz.com, without fear of retaliation. Workplace harassment concerns raised by our India-based team are additionally routed to our Internal Committee (IC) under the POSH Act, 2013. All concerns are reviewed by DataToBiz leadership and addressed on a confidential basis.

5. Ownership & Review

This statement is owned by DataToBiz's leadership team and will be reviewed at least annually, or sooner if our operating footprint changes materially. That cadence reflects Progressive Experimentation, one of our core values — we treat this as a living commitment we iterate on, not a static document that sits on a shelf.

DataToBiz

PART TWO: Modern Slavery Statement

Our approach to preventing modern slavery and human trafficking

1. Introduction

DataToBiz is committed to acting ethically and with integrity in all our business relationships, and to maintaining systems and controls that guard against modern slavery, forced labour, and human trafficking occurring anywhere in our business or supply chains. We publish this statement in the spirit of the UK's Modern Slavery Act 2015 — as a voluntary commitment to the standard we hold ourselves to, given the number of UK-linked and UK-regulated organizations among our clients, even though our current scale sits below the Act's mandatory reporting threshold. This commitment sits alongside our obligations under Indian law, including the Bonded Labour System (Abolition) Act, 1976 and the Child Labour (Prohibition and Regulation) Act, 1986, given that the large majority of our operations and workforce are based in India.

2. Our Organization

Legal name	DataToBiz Private Limited
CIN	U72900PB2020PTC051668
Founded	February 2018, by Ankush Sharma (Co-Founder & CEO) and Parindsheel Singh Dhillon (Co-Founder)
Registered office	House No. 1077, Sector 67, Mohali, Punjab, India – 160062
Corporate office	F-429, Industrial Area, Phase 8B, Mohali, Punjab, India – 160059
Clients served across	US & Canada, UK & Europe, Middle East, Australia, and India
Delivery model	The majority of our team and delivery work is based in India; where a client engagement needs an on-site presence in the US & Canada, UK & Europe, Middle East, or Australia, we recruit and operate locally in compliance with that jurisdiction's employment laws

What we do

Data engineering, AI/ML product development, business intelligence, managed analytics, digital transformation, and staff augmentation

Recognition

Endorsed by India's Ministry of Electronics & Information Technology (MeitY); named among GoodFirms' top data analytics companies; rated a "Challenger" in AIM Research's 2024 PeMa Quadrant for Global Capability Center providers

3. Our Supply Chains

DataToBiz is a knowledge- and people-driven services business rather than a manufacturer or physical-goods retailer. Our principal "supply chain" consists of the cloud infrastructure and software vendors we build on, the specialist contractors and subcontracted talent we occasionally engage to supplement our teams, and standard professional and facilities services (office premises, IT equipment, corporate travel) that support our Mohali headquarters and the on-site work we carry out in client geographies. We assess this profile as inherently lower-risk than supply chains involving physical manufacturing or extended sub-contracting tiers, but we do not treat that as a reason to relax our due diligence.

4. Policies & Due Diligence

Recruitment & Employment — we hire directly wherever possible. The majority of our workforce is based in India; where a client engagement in the US & Canada, UK & Europe, Middle East, or Australia requires an on-site presence, we recruit and engage locally in compliance with that jurisdiction's employment laws, verifying identity and work eligibility consistently across every location. We use written, freely-agreed employment contracts and never retain employees' identity documents or passports.

Third Parties & Subcontractors — our staff augmentation and subcontracting partners are expected to uphold labour standards equivalent to our own; we reserve the right to review and, where necessary, discontinue relationships with any partner found to fall short.

Onboarding & Awareness — new joiners are introduced to this statement and our expectations around ethical conduct as part of onboarding, so the commitment is understood from day one. This sits alongside the recognition-driven culture we maintain publicly — celebrating work anniversaries and employee contributions — rather than treating ethical conduct as a document that sits on a shelf.

5. Risk Assessment

Given our size, professional-services model, and geographic footprint, we currently assess our exposure to modern slavery risk as low — concentrated more in indirect facilities and vendor relationships than in our direct workforce. As DataToBiz continues to grow its headcount and international presence, we intend to formalize this assessment into a documented annual risk review.

6. Effectiveness & Continuous Improvement

We will review this statement at least annually and update it as our organization, client base, and supply chains evolve. We view this as a standard we grow into deliberately, not a one-time compliance exercise.

7. Approval

This statement was approved by DataToBiz's leadership on behalf of DataToBiz Private Limited.

Ankush Sharma

Co-Founder & Chief Executive Officer, DataToBiz Private Limited | Date: April 1, 2026

Parindsheel Singh Dhillon

Co-Founder, DataToBiz Private Limited | Date: April 1, 2026