



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This Modern Slavery & Human Trafficking Statement ("Statement") is issued by the Zoho Corporation Private Limited (hereinafter referred to as "Zoho", "we", "us" or "our") collectively representing all our entities and business divisions.

This Modern Slavery and Human Trafficking Statement extends to all the personnel engaged with us, whether directly as employees, directors, agents, or in ancillary capacities such as contractors, consultants, vendors, resellers, distributors, and consulting partners.

OUR PRINCIPLES

Zoho operates on a global scale, priding itself on conducting business affairs with honesty and ethical integrity. Recognizing the intrinsic value of every employee, we are dedicated to fostering a positive culture that upholds the dignity of all individuals.

At Zoho, we firmly denounce slavery as a crime and a profound violation of basic human rights. We understand that slavery takes various forms, including servitude, forced labour, and human trafficking, all of which entail the exploitation of individuals for personal or commercial gain, stripping them of their freedom.

OUR ZERO-TOLERANCE POLICY

We maintain a zero-tolerance approach towards slavery and human trafficking, fully committed to their prevention within our operations and supply chains.

To this end, we ensure that all parties associated with Zoho, including employees, contractors, subcontractors, vendors, suppliers, partners, and others in our supply chain, adhere strictly to practices that prohibit forced labour, slavery, human trafficking, and child labour. Our Code of Ethics, made accessible via an internal employee portal, incorporating an Anti-Slavery clause, is shared with and acknowledged by all our employees.



In line with globally acknowledged human rights principles, Zoho nurtures a corporate culture built on core values, particularly emphasising 'Respect for the Individual'. We anticipate all employees to embody these values, demonstrating respect and decency towards one another and our partners.

We acknowledge our societal responsibilities and pledge to conduct our business with unwavering ethical, legal, and social responsibility. We uphold internationally recognized human rights and afford every individual we engage with the utmost dignity and respect.

BUILDING A STRONG SUPPLY CHAIN

In line with our commitment to eradicating slavery practices, all purchase orders issued to our suppliers globally include an Anti-Slavery clause. Furthermore, we actively encourage our suppliers to uphold anti-slavery practices throughout their own supply chains.

UPCOMING INITIATIVES AT ZOHO

At Zoho, we are continuously striving to reinforce our commitment to ethical business practices and human rights. In line with this, we are in the process of implementing several measures to further combat slavery and human trafficking.

Organizational Structure and Supply Chains: We intend to conduct a comprehensive review and documentation of our organizational structure and supply chains to identify areas of potential risk for slavery and human trafficking.

Enhancing Due Diligence and Risk Management: We are working towards strengthening the due diligence processes and risk management strategies to more effectively identify, assess, and mitigate the risks of slavery and human trafficking in our business and supply chains. This involves conducting thorough audits and assessments of suppliers and business partners, as well as identifying and managing specific risk areas across our business and supply chains.

Performance Indicators: We are in the process of developing performance indicators to measure the effectiveness of our efforts in ensuring that slavery and



human trafficking is not taking place in our business or supply chains. These indicators will be regularly monitored and reported to facilitate continuous improvement and accountability.

Training : We recognize the importance of awareness and education in combating modern slavery and human trafficking. Zoho is committed to providing comprehensive training programs on slavery and human trafficking awareness to all our employees.

This training will include information on identifying, reporting, and preventing instances of slavery and human trafficking in the course of their work.

Through these forthcoming initiatives, Zoho reaffirms its commitment to upholding human rights, ethical business practices, and the eradication of modern slavery and human trafficking within our operations and supply chains.

REPORTING VIOLATIONS AND PROTECTION OF WHISTLEBLOWERS

Any breach of this Statement by an employee constitutes a violation of our company's Code of Ethics and will result in disciplinary action, potentially leading to termination of employment. Any non-employee who breaches this Statement may have their contract terminated with immediate effect. Violations may also incur penalties under the Slavery laws, with responsibility resting upon the offending individual or organization.

Zoho strictly prohibits retaliation against whistleblowers. We are committed to safeguarding whistleblowers against any form of unfair treatment, including retaliation, threats, or intimidation. Zoho will take all necessary and appropriate measures to address violations of this Policy.

HOW TO RAISE A CONCERN

If you encounter any form of Slavery or similar instances, you must immediately report to **spotlesszoho@zohocorp.com**.

This Statement will undergo regular review and updates as necessary.